



FACTS & FIGURES

2024

VALOR • SERVICE • PRIDE



ANNUAL REPORT

2024 ◀

The Virginia State Police is committed to protecting and serving the Commonwealth with integrity and dedication. This Facts and Figures Report offers a concise look at the Department's achievements and ongoing efforts to enhance public safety over the past year.

“

“BEHIND EVERY BADGE, THERE’S A COMMITMENT TO DUTY, A SENSE OF JUSTICE, AND A DEDICATION TO SERVING THE COMMUNITY.” – UNKNOWN

”

TABLE OF CONTENTS

VISION - MISSION - GOALS	1-2
ORGANIZATIONAL CHART	3
COLONEL MATTHEW D. HANLEY	4
SUPERINTENDENT’S OFFICE	6
BUREAU OF ADMINISTRATIVE & SUPPORT SERVICES (BASS)	11
BUREAU OF STRATEGIC GOVERNANCE (BSG)	45
BUREAU OF FIELD OPERATIONS (BFO)	51
BUREAU OF CRIMINAL INVESTIGATIONS (BCI)	61
IN MEMORIAM	73



MISSION

SECURING THE COMMONWEALTH THROUGH LEADERSHIP, COLLABORATION, AND COMMUNITY ENGAGEMENT.

VISION

THE VIRGINIA STATE POLICE WILL BE AT THE FOREFRONT OF ENSURING A SAFE AND SECURE COMMONWEALTH BY DEVELOPING EXCEPTIONAL RELATIONSHIPS.

Our Public — who see legitimacy and credibility in a trusted law enforcement service.

Our Partners — who perceive the Virginia State Police as a collaborative and resourceful organization.

Our People — who feel respected and valued, and that this is their organization.

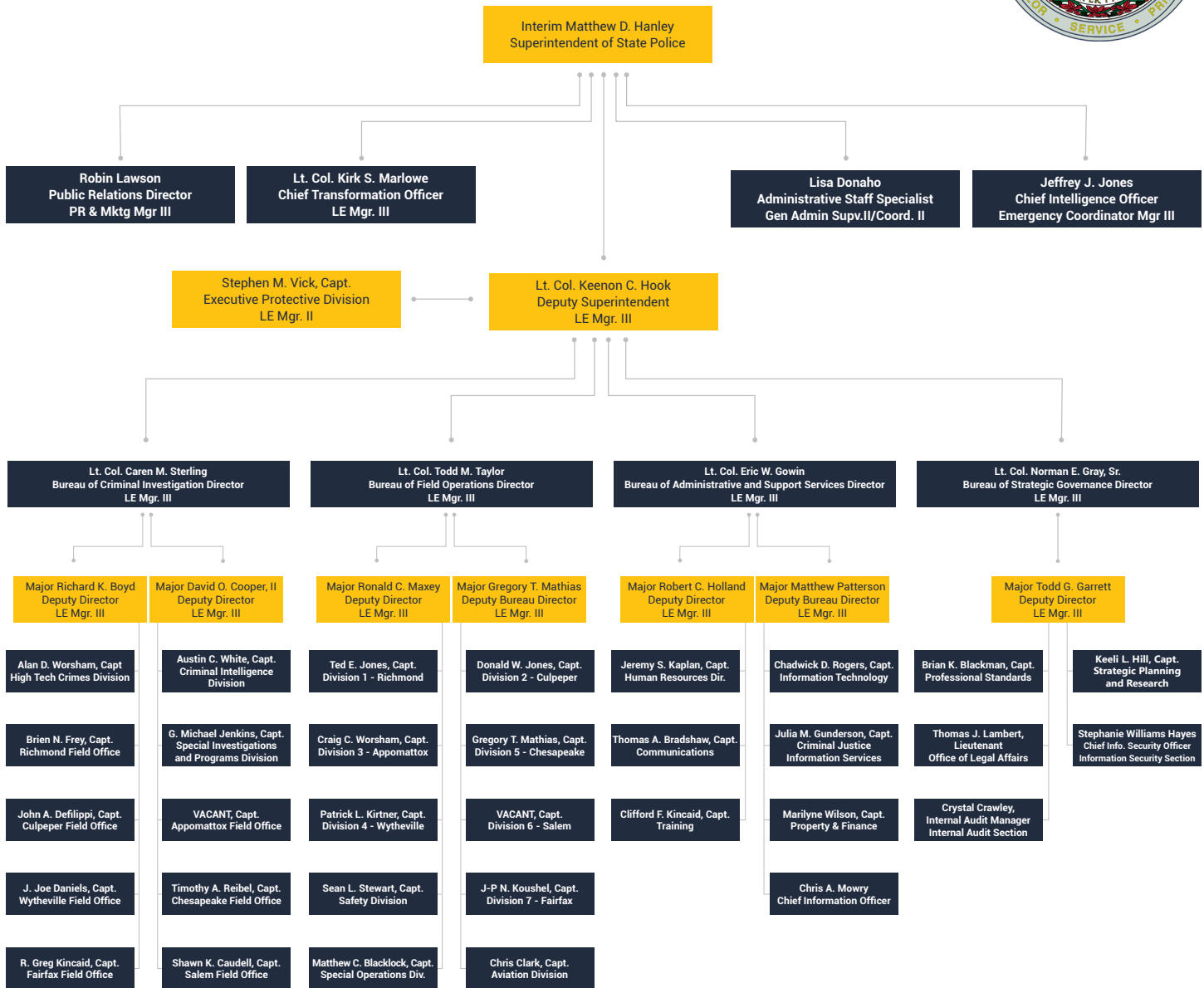
VALUES

- COMPETENCE** - We are professional, highly-skilled law enforcement officers, prepared and equipped to succeed in our roles and earn the confidence of the public.
- INNOVATION** - We are a progressive, adaptive agency, leveraging technology to our advantage in challenging the status quo to improve any aspect of VSP.
- TRUST** - Our public can have complete confidence in the actions of employees of the VSP and assurance that the VSP is an agency that keeps its commitments.
- COMMITMENT** - We are bound by our sense of duty and service, and our commitment to our agency, our people, and our public is unwavering.
- WELLNESS** - Our physical, mental, and emotional wellness improve our ability to provide exceptional service to our public.
- LEADERSHIP** - We set and exercise high standards that exceed the expectations of the public we serve and the agencies we support.



VSP ORGANIZATIONAL CHART

2024



Sworn Role Titles:
 Captain – Law Enforcement Manager II
 Lieutenant – Law Enforcement Manager I



COLONEL MATTHEW D. HANLEY

Appointed by Governor Glenn Youngkin on February 26, 2025, Colonel Matthew D. Hanley is the 14th Superintendent to lead the Virginia State Police.

Colonel Hanley has served with the Virginia State Police since 1993. Prior to being named Superintendent in February of 2025, he was named Interim Superintendent in November of 2024, following the announcement of Col. Gary T. Settle's retirement. Before his interim appointment, Hanley served as Director of the Bureau of Field Operations. He oversaw approximately 1,700 sworn and civilian employees with the primary mission to patrol over 70,000 miles of state roadways and interstate highways throughout Virginia, providing both traffic

and criminal enforcement, as well as responses to major incidents including civil unrest and natural/manmade disasters. Colonel Hanley was also responsible for numerous specialty units including aviation, tactical team, tactical field force, search and recovery, canine, motorcycle, motor carrier enforcement, crash reconstruction, the motor vehicle safety inspection program, and seven state police dispatch centers. Other positions held throughout his career included Trooper, Sergeant, Area Commander, Assistant Division Commander, Training Officer, and Director of the Office of Performance Management and Internal Controls.

Colonel Hanley has a Master's Degree from the Naval Postgraduate School (Center for Homeland Defense and Security), a Bachelor's Degree from Norwich University, and is a graduate of the University of Virginia's National Criminal Justice Command College and the FBI National Executive Institute. He is a member of the International Association of Chiefs of Police, the Virginia Association of Chiefs of Police, and the Board of Advisors for the Virginia Public Safety Innovation Center.

Colonel Matthew D. Hanley
Superintendent



RETIRED COLONEL GARY T. SETTLE

Retired Colonel Gary T. Settle retired from the department on February 1, 2025 after 40 years of law enforcement service. He was appointed Virginia State Police Superintendent by Governor Ralph Northam in January 2018.

Colonel Settle oversaw the Department's mission to provide the Commonwealth with a comprehensive, responsive statewide police department, independent yet supportive of local and federal law enforcement agencies; to preserve law and order; to enforce traffic and regulatory laws; and, to provide security and safety services to citizens of Virginia. As Superintendent, Colonel Settle led and

managed all aspects of the Department of State Police encompassing the Office of Internal Affairs, Public Relations Office, Executive Protective Unit, Bureau of Administrative and Support Services (BASS), Bureau of Field Operations (BFO), Bureau of Strategic Governance (BSG), and Bureau of Criminal Investigation (BCI).

Colonel Settle graduated from the Virginia State Police Academy in 1986 as class president of the 78th Basic Session. His first patrol assignment was in his native Rappahannock County in the State Police Culpeper Division. During his tenure with State Police, he has served as a Tactical Team supervisor, narcotics and general investigation special agent, firearms instructor, and served on the State Police Honor Guard. As he progressed through the ranks, his assignments have taken him to the State Police Culpeper and Wytheville Divisions. Prior to his appointment as Superintendent, he served as the Director of the Bureau of Criminal Investigation (BCI).

A handwritten signature in black ink that reads "Gary T. Settle". The signature is written in a cursive, flowing style.

Retired Colonel Gary T. Settle



SUPERINTENDENT'S OFFICE

The Virginia State Police (VSP) provides high quality, statewide law enforcement services to the residents of the Commonwealth of Virginia and its visitors. Its services range from criminal background checks for employers to vehicle safety inspections, as well as traditional law enforcement roles including executive protection, counter-terrorism, tactical team operations, and criminal investigations.

2024 PROMOTIONS

Virginia State Police Superintendent, Colonel Gary T. Settle, has promoted a 25-year veteran of the Department to the position of Director of the Bureau of Administrative and Support Services (BASS). Lieutenant Colonel Eric W. Gowin previously served as Deputy Director of BASS, and replaces Lieutenant Colonel Tricia W. Powers, upon her retirement.



**Lieutenant Colonel
Gowin**

Lieutenant Colonel Gowin had served as Deputy Director since April 2023, after having served as the commander of the Information Technology (IT) Division since 2020. Gowin graduated the VSP Academy in January of 2000 as a member of the 99th Basic Session. His first patrol assignment was with the Richmond Division Area 6 Office in Amelia County. In 2007, he transferred to the Aviation Unit and achieved the rank of Trooper-Pilot. In 2010, he was promoted to Sergeant, assigned to the Training Academy. In 2016, Gowin was promoted to the rank of First Sergeant within the Bureau of Criminal Investigation's (BCI) Criminal Intelligence Division, where he led the Field Intelligence Agents and FBI Joint Terrorism Task Force officers, as well as served as Deputy Director of the Virginia Fusion Center. He achieved the rank of Lieutenant with the Criminal Justice Information Services (CJIS) Division in 2018. In 2020, Gowin was promoted to Captain and took command of the IT Division until his promotion as Major in 2023. Gowin was promoted to Lieutenant Colonel on May 10, 2024.

Gowin holds a Bachelor of Science degree in Multidisciplinary Studies from Liberty University. While at John Tyler Community College (now Brightpoint Community College), he completed an Associate of Arts degree in Criminal Justice and a Certificate in Police Science. He is a graduate of the University of Virginia's National Criminal Justice Command College.



Major Patterson

Major Matthew T. Patterson has been named as a Deputy Director of BASS, filling the vacancy created by Gowin's promotion. Prior to his appointment to BASS Deputy Director, Patterson served as the division commander for the CJIS Division. Patterson graduated the Academy in January of 2000 with the 99th Basic Session. His first patrol assignment was in the Richmond Division's Area 1 Office, covering Henrico and Hanover Counties from 2000-2005. He was promoted to Special Agent in 2005 and worked with the Criminal Intelligence Division. In 2008, he advanced to Sergeant and worked out of the Bureau of Field Operations (BFO) Richmond Headquarters. In 2010, he transferred to the Training Division, before being promoted to First Sergeant, where he worked investigations in the BCI-Chesapeake Field Office. He transferred to the CJIS Division's Sex Offender Investigative Unit in 2011 where he worked for four years. In 2015, he was promoted to Lieutenant, where he oversaw the Motor Vehicle Safety Inspection Program within the BFO Safety Division. In 2020, Patterson transferred back to the CJIS Division, and achieved the rank of Captain later that year.

A native of Powhatan County, Patterson is a 2013 graduate of the University of Virginia's National Criminal Justice Command College. He earned a bachelor's degree in sociology, with minors in psychology and criminology, from James Madison University.





EXECUTIVE PROTECTION DIVISION (EPD)



The primary responsibilities of the Executive Protection Division (EPD) are to provide security and transportation for the Governor and immediate family members. Some of the most capable personnel from the Department are selected for this assignment to maintain a high level of loyalty, trust, and respect between the Governor and the EPD. In addition to providing security, the division coordinates with the Governor's staff regarding scheduling, travel arrangements, lodging, and other necessary commitments to ensure cohesive and orderly operations.

There are times when out-of-state governors and other dignitaries visit the Commonwealth, and this unit coordinates their security needs and itineraries to ensure travel requirements and appointments are synchronized with those of the Governor.



PUBLIC RELATIONS OFFICE (PRO)

The Public Relations Office is responsible for the development and implementation of comprehensive, proactive public and media relations information and outreach regarding traffic safety, crime prevention and criminal investigations.

The civilian PRO staff works closely with the field Public Information Officer (PIO) sergeants. The PRO also provides assistance to local sheriffs and police departments with major incidents, as well as the offices of the Governor and the Secretary of Public Safety and Homeland Security.

The PRO uses the VSP's extensive social media footprint for news releases, alerts, safety and recruitment messaging. The goal is to at least have a 5% growth per social media platform.

SOCIAL MEDIA FOLLOWERS AND GROWTH AS OF 7/1/24

Platform	Followers	Growth
Facebook	315,100	12.1%
Twitter/X	40,800	2.77%
Instagram	19,918	4.08%
LinkedIn	4,155	50%



YOUTH OF VIRGINIA SPEAK OUT (YOVASO) ABOUT TRAFFIC SAFETY

YOVASO

YOUTH OF VIRGINIA SPEAK OUT ABOUT TRAFFIC SAFETY


A statewide educational program that empowers Virginia's youth to lead peer-to-peer driver and passenger safety programs that engage fellow students and community partners with the goal to save young lives. YOVASO's vision is building generations of safe teen drivers in Virginia.

During 2024, YOVASO worked with 159 schools and youth groups in Virginia to provide youth traffic safety educational programs and hands-on safe driving activities. This was a 22% increase in participation by schools and youth groups over the prior year. Of the participating schools and youth groups, 68 had active peer-to-peer traffic safety clubs led by student advocates, a 19% increase over the prior year. Fourteen new schools and youth groups joined YOVASO in 2024. The new schools included: Union High School (Wise Co), Tidewater Christian Academy, Bruton High School (York Co), Drew Middle School (Stafford Co), William Byrd Middle School (Roanoke Co), Halifax County High School, Parry McClure High School (Buena Vista City), Briarwoods High School (Loudoun Co), Cumberland County High School, Lake Braddock High School (Fairfax Co), Smith Mountain Lake Christian School (Bedford Co), Colonial Beach High School, Westmoreland High School, and Montross Middle School (Westmoreland Co). YOVASO collaborated with more than 18 organizations to expand educational outreach and services for teens, including insurance agencies, hospitals, media, law enforcement, safety advocacy groups, and teen service organizations. Over 9,750 volunteer hours were provided for YOVASO safe driving programs for teens, involving more than 1,000 volunteers from organizations and schools.



BUREAU OF ADMINISTRATIVE & SUPPORT SERVICES

Bureau of Administrative & Support Services (BASS) provides vital professional support and technical expertise to not only VSP, but also to local, state and federal law enforcement agencies, the state judicial system and the general public. Its role is essential to the successful continuity of a multitude of support services throughout the Department's divisions and offices.



BASS is comprised of the Communications Division, Criminal Justice Information Services Division, Human Resources Division, Information Technology Division, Property and Finance Division and Training Division.



COMMUNICATIONS DIVISION



The Communications Division maintains and supports the 24 agencies that make up the User Agencies Requirements Committee (UARC) of the Statewide Agencies Radio System (STARS) with the land mobile and microwave radio network. The STARS radio network is a Project 25 (P25) Phase 2 public safety grade communications system monitored by the Network Operations Center (NOC) 24 hours a day, seven days a week, with a primary focus on monitoring the health of the STARS network. The NOC serves as the single point of contact for problem reporting for all 24 UARC agencies. Additionally, the NOC provides Virginia Criminal Information Network (VCIN) helpdesk support.

The 145 employees of the division include: field radio shops, tower crews, generator technicians, engineers, vehicle installation and fleet technicians, mobile & portable radio technicians, radar technicians, NOC operators, administrative personnel, mobile device technicians, asset management personnel, in car and body camera technicians, and fixed VOIP telephone technicians.

THE COMMUNICATIONS DIVISION IS RESPONSIBLE FOR THE IMPLEMENTATION AND MANAGEMENT OF:

- 145 employees
- 105 Tower Sites
- 115 Emergency Power Generators
- 120 COMLINC Sites – Connecting 100 Localities to the State
- 23 Dispatch Centers
- Over 1,000 wireline telephones
- Over 3,200 wireless telephones, iPads, MiFi's, and Starlink devices
- 1,586 Radars and 776 LIDAR Speed Enforcement Devices
- 1,400 In Car Camera systems & 300 Body Worn Cameras
- Built over 1,400 vehicles for UARC Agencies
- Audited over \$200M worth of assets
- Answered 10,345 NOC calls for service & work orders across 24 UARC agencies

The Communications Division conducts over 90% of the work required by Department and UARC employees with very little outside support. Field radio technicians make house calls for trouble tickets for end users, climb and install our own radio tower antennas, maintain generators, build vehicles, maintain remote radio tower sites, program and issue mobile and portable radios, fix, maintain and install speed detection devices, video equipment, and mobile devices and manage the asset control of over \$1B in communications infrastructure and equipment.

The Communications Division ensures all VSP-related communications systems and networks are FCC, FAA, and EPA compliant. The Engineering section actively participates in the Capital Wireless Interoperability Network (CAPWIN), Statewide Interoperability Executive Committee (SIEC), FEMA Region 3 Communications Workgroup, APCO Region(s) 20 & 42, and SAFECOM.

RADIO/RADAR SECTIONS:

The Communications Technicians are assigned to the radio shops throughout all seven divisions and the Virginia State Police Administrative Headquarters. They provide maintenance of all public safety communications equipment for the Department and the 24 UARC STARS Agencies, including but not limited to radio transmitter sites, boats, speed detection devices, mobile and portable radios, and in-car video systems.

TOWER AND GENERATOR SECTIONS:

The Tower and Generator Technicians serve statewide to keep all communications operational. There are two tower crews, one in Richmond and the other in Salem, who are tasked with maintaining & inspecting all 105 Radio Communications Towers antenna structures annually, installing land mobile and microwave antennas, and maintaining and repairing tower lighting systems. They are also responsible for maintaining 115 Emergency Generators and repairing all emergency generators to support continued operations due to

RADIO / RADAR



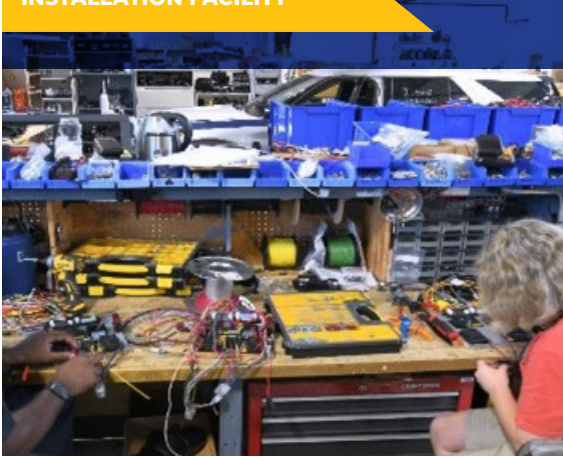
TOWER & GENERATOR



FIELD INSTALL TEAM



INSTALLATION FACILITY

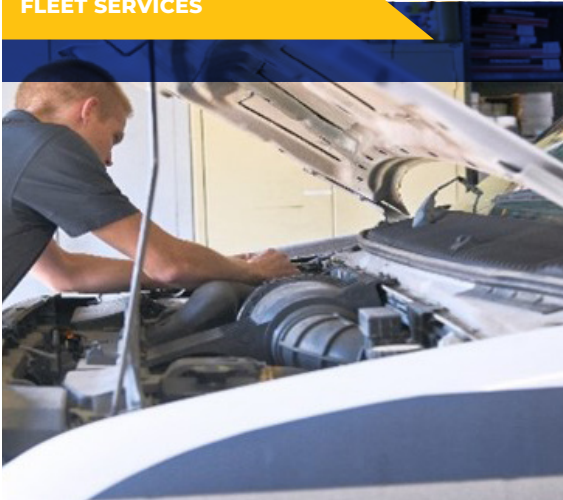


power outages. The technicians operate year-round in all types of weather. In 2024, there was 99.99996% availability when utilizing the MDT's, mobile, and portable radios statewide.

FIELD INSTALLATION TEAM:

The Field Installation Team is responsible for STARS Remote Site supporting infrastructure such as alarm monitoring, 48-volt power plants, HVAC controls, patch panels, "last mile" fiber and copper connections, emergency lighting, and exterior security lighting around remote tower shelters.

FLEET SERVICES



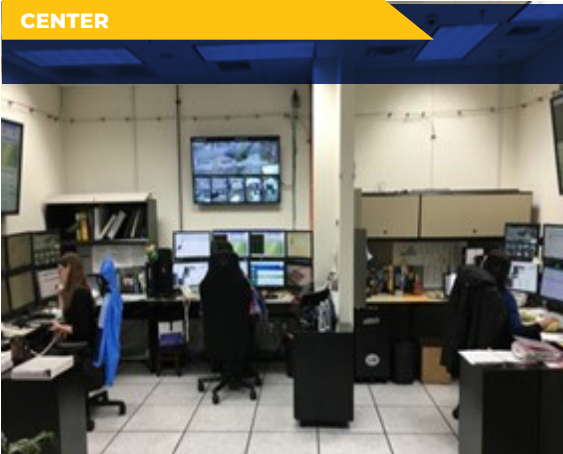
MASTER SITES:

Site Engineers audit the STARS network servers and databases to ensure optimal efficiency. Engineers work from the two main Sites: Western and Central Virginia. Engineers provide technical assistance, maintain the network, and are available around the clock. Additionally, engineers audit, evaluate and test all new hardware and software.

COMMONWEALTH LINK TO INTEROPERABLE COMMUNICATIONS (COMLINC):

Interconnects the disparate radio systems of federal, state, and local agencies throughout Virginia through a combination of interconnected regional networks and gateways. Technicians provide guidance with interoperability projects and implementation, technical support, and training. COMLINC currently serves 120 systems supporting localities, universities, state and federal agencies, and mobile command posts.

NETWORK OPERATIONS CENTER



VEHICLE FLEET MANAGEMENT:

Consists of the Installation Facility and the Fleet Services Garage, which support and equip all VSP fleet vehicles and various vehicles for the STARS-supported state agencies.

INSTALLATION FACILITY

The Installation Facility recently transitioned from a traditional “Teams Concept” for their build process for patrol vehicles to a new, “Assembly Line” concept. This transition has increased production output of patrol vehicles from six-per-week to 12-per-week, doubling our former output. 912 vehicles were processed through the Installation Facility in 2024.

FLEET SERVICES GARAGE

In 2024, 922 vehicles were processed through Fleet Services Garage. Equipment repair technicians maintain the quality control and routine maintenance of each vehicle that enters the facility. Garage personnel receive turned-in VSP vehicles and a wide range of new and used inventory from car dealerships and the 24 UARC agencies supported on STARS. The Fleet Services Garage ensures each new and used vehicle received is properly equipped, washed, detailed, and fully functioning before being issued to the end users. The Fleet Services Garage conducts speedometer calibrations, provides towing and transport services, decommissions surplus vehicles, and prepares them for auction, completes preventive maintenance for executive staff vehicles, and handles Department vehicle warranties, titling, and recalls.

NETWORK OPERATIONS CENTER (NOC):

The Network Operations Center (NOC) is staffed 24 hours a day, seven days a week, and its focus is to monitor, configure, maintain, and update the STARS radio network. In 2024, the NOC Team managed 10,345 work orders.

ASSET MANAGEMENT TEAM:

The Asset Management Team oversees the administration of the Asset Inventory Management System (AIMS), managing over 90,000 assets across the Department and 24 UARC agencies. \$200 million worth of assets were audited in 2024. Their responsibilities include conducting annual audits of STARS assets, while administering the Property Management System (Sunflower/AIMS), performing 10% audits within the Communications Division, and collaborating with UARC representatives for subscriber audits.

MOBILE DEVICE TEAM:

The Mobile Device Team manages the Department’s mobile devices, including over 3,200 cellular phones, tablets, mobile hotspots, satellite phones, and Starlink systems. In 2024, 1,050 upgraded iPhones were issued, ensuring improved communication capabilities for front-line personnel.

ASSET MANAGEMENT



2024 STATISTICS:

STARS NETWORK TRAFFIC

SMARTCONNECT (LTE)		TOWER SITES	
Total Active Calls	2,805	Total Active Calls	15,401,582
Voice Traffic	8 Hours, 48 Minutes, 42 Seconds	Voice Calls – Push to Talk via LMR	6,415,112
Seconds of Busy, resulting in a denial of push to talk.	0 Seconds	Voice Traffic	1,221 Hours, 42 Minutes, 36 Seconds
		Data Messages	8,986,470
		Data Traffic	1,076 Hours, 36 Minutes, 48 Second
		Seconds of Busy, resulting in a denial of push to talk.	18 Seconds
		Availability = 99.9996%	

NOC TICKETS PROCESSED

Year	Quarter	Average Days to Close	Tickets Closed
2024	1	2	2,338
	2	1	2,768
	3	2	3,020
	4	2	2,219
Total		1.75	10,345

2024 STATISTICS:

2024 FLEET SERVICES AND INSTALLATION FACILITY

INSTALLATION FACILITY STATISTICS		FLEET SERVICES	
Vehicles Processed Through Installation Facility	912	Vehicles Processed Through Fleet Services	922
VSP Vehicle Installations And Decommissions	425	Vehicles Issued (With/Without Radio Equipment)	459
UARC Vehicle Installations And Decommissions	94	Reissued To Field, Decommissioned For Auction	463
Other Services, Vehicle Retrofits, And Conversions	393	Total Required Towing	116

2024 MOBILE DEVICE ACTIVITY

Device	2024 Issued	In Service/Active
Apple iPhone	1050	2707
Android Phone	23	94
Flip Phone	0	44
MiFi	30	270
Apple iPad	28	107
Apple Pencil	14	37
Satellite Phone	21	21
Starlink Device	4	4
Total	1170	3284



INFORMATION TECHNOLOGY DIVISION (BASS)

The Information Technology Division (ITD) provides, supports and optimizes the Department's strategic objectives through the use of innovative, efficient, reliable, and secure information technology solutions.

ITD supports most aspects of the department's computing needs, including procurement, installation, operation, maintenance, and application development services. All IT equipment, software, and services used by the department are ordered through the ITD. All IT initiatives conform to either an agile or a traditional waterfall development life cycle methodology. The formality and type of cycle chosen for a given project varies according to the complexity, projected cost, and participation of third-party vendors in the system being developed.

ITD works with internal and external partners to leverage technologies and continuously improve law enforcement processes and services.

INTRODUCTION OF CHIEF INFORMATION TECHNOLOGY OFFICER



Chris Mowry

In response to the growing need for innovative technology practices and to meet the agency's objective of leveraging both existing and emerging technologies, the agency recognized the importance of having a dedicated leader at the bureau level to manage its technology operations. As a result, in December 2024, Mr. Chris Mowry, VSP's Chief Information Technology Officer (CITO), was hired to work closely with the Bureau of Administrative and Support Services. This new role will provide strategic direction and oversight for both ongoing and new technology projects. The creation of this partnership at the executive level is essential for streamlining the agency's technology initiatives and ensuring the successful execution of current and future projects across each of our bureaus.

The Department's Application Services Team, Infrastructure Operations (Engineering), and VITA Services have been realigned under Mr. Mowry. Captain Chad Rogers will continue as IT Division Commander, leading the IT Procurement and Computer-Aided Dispatch/Mobile Data Terminal (CAD/MDT) Teams, while also overseeing the CaRDS (Case Management, Records Management, & Dispatch System) project. Captain Rogers will also serve as the agency's Information Technology Liaison Officer, where he will focus on the business needs of our divisions, strategic planning, policy and law compliance, training efforts, and overall change management.

These changes are part of our ongoing efforts to optimize our organizational structure and ensure that we are well-positioned to achieve our strategic goals. The Information Technology Division (ITD) provides support and optimizes the Department's strategic objectives using innovative, efficient, reliable, and secure information technology solutions.

INFRASTRUCTURE

For the last two years VSP has been executing Phase 1 of its transformation into VITA's Enterprise Shared Services model. Phase 1 transformation was completed in April 2024. The Phase 1 project modernized, secured, and brought infrastructure services under VITA management. The completion of Phase 1 transformation provides VSP with proactive monitoring and security of VSP's critical network infrastructure.

Phase 2 transformation consists of server/storage migration to VITA infrastructure and upgrading to the new VSPNet VPN network that provides law enforcement agencies access to the Virginia Criminal Information Network (VCIN), Multi-Modal Biometric Information System (MBIS) and Livescan services.

In February 2024, VSP initiated a VITA project to establish VSP's Oracle Cloud Infrastructure (OCI) Landing Zone (tenant). The OCI Landing Zone is the foundation of VSP Server/Storage Phase 2 Transformation. In December 2024, the OCI Landing Zone build, and corresponding third-party CJIS compliance validations, were completed.

APPLICATION DEVELOPMENT

Throughout 2024, VSP Applications Services Teams fully integrated the use of the AccelQ Automated Testing tool. Using AccelQ the teams have been able to quickly identify errors in large data sets and automated production processes, saving their customers valuable work hours and reducing data entry errors.

In 2024, IT teams integrated and automated the Department's accounts receivable processes with a third-party collection agency. This allowed the Department to recover unpaid invoices and automate the calculation of late fees and interest charges on overdue accounts. The IT teams also modernized and implemented a Background Check Tracking System in OEBS for the Department's Human Resources, providing them with greater functionality, leadership visibility, and control. In addition to these two projects, the IT Division modernized the Virginia Criminal Information Network (VCIN) "Hot Files Search" application used by local law enforcement agencies to search for stolen and felony vehicles, outstanding warrants, missing persons, protective orders, missing children, concealed weapon permits, and other categories of information critical to law enforcement.

IT ENGINEERING SUPPORT AND OPERATIONS

The IT Engineering Support and Operations section provides solutions focused on data security and infrastructure compliance, reinforcing VSP's commitment to a secure and resilient IT environment. The IT Engineering Support and Operations Section worked to enhance many agency initiatives, of which some of the projects are listed below.

IT ENGINEERING SUPPORT AND OPERATIONS

Created critical server and database infrastructure in support of the VCIN upgrade.

Enhanced OEBS security protocols to ensure compliance and security requirements for sensitive financial and HR data.

Supported VITA teams with State Police Headquarters (SPHQ) and Disaster Recovery (DR) core switch migration.

Supported preparations for VSP Oracle Cloud migration and provided the necessary support for the CaRDS project.

Upgraded 49 firewalls for locality Emergency Operations Centers (EOCs), Sheriff's Offices, and Federal and Military installations across the Commonwealth, ensuring platform security.

Provided necessary upgrades to ensure the security of public-facing web applications and websites.

Launched VSPs first phishing campaigns with the KnowBe4 platform.

Partnered with the Information Security Office to facilitate internal penetration testing of the Department's agency security posture.

CAD/GIS/MOBILE SUPPORT TEAM

The CAD/GIS/Mobile Support Team continually seeks new ways to improve officer safety in the field by researching and developing solutions for today's law enforcement challenges by using modern applications and hardware inside of VSP's patrol vehicles.

CAD APPLICATIONS SECTION

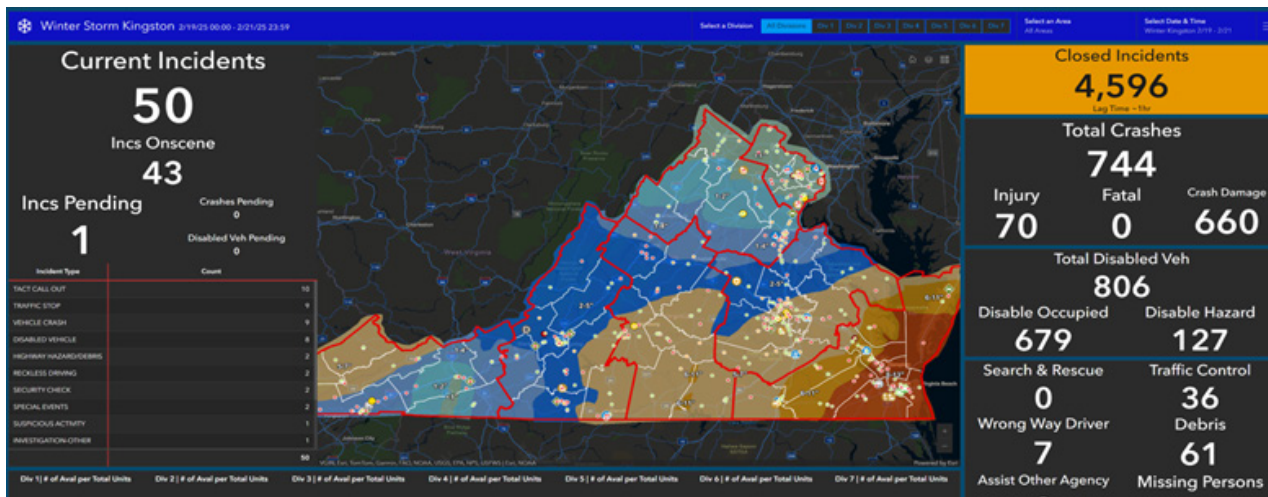
E-Citations (also known as E-Summons) increases officer safety and provides a consistent information flow for data-driven policing.

- Beginning August 2024, Divisions 2 and 5 are utilizing e-citations and providing electronic summonses to violators. This brings the total divisions using e-citations to three. The remaining four divisions will transition to e-Summons in 2025.
- VSP's Computer Aided Dispatch (CAD) was upgraded to provide automatic email alerts to provide instant notification to supervisors of emergency issues and critical incidents as they occur.

GIS TEAM

The geographic information system (GIS) team at VSP utilizes modern GIS software and applications to map and visualize agency data geographically. Throughout 2024, the GIS Section worked to increase strategic and operational decision-making for agency leadership and response personnel in support of the department's life-saving mission. Below are examples of the GIS Team's efforts.

VSP STORM WEATHER DASHBOARD ENHANCEMENTS



The storm and weather dashboard includes hurricanes, wildfires, and snowstorms. This dashboard provides agency leaders with a geographic visualization of VSP's response to incidents during significant weather events. This real-time information enhances decision-making and provides public information across the Commonwealth.

PUBLIC SCHOOL RESPONSE OVERVIEW / BLUEPRINTS MAPPING

Throughout the year, VSP worked to compile blueprints and site maps of each K-12 public school in the Commonwealth. Ingesting these maps into the GIS system provides VSP troopers and agents with critical school layout information for public safety incident responses. These maps and blueprints are available to dispatch personnel and on responding personnel's mobile devices. Additionally, the applications allow for the monitoring of responding personnel via GPS. VSP's GIS team has loaded approximately 1,000 public school sites in 2024 and are also working on efforts focused on private schools, airports, jail facilities, and other public spaces. New blueprints are added each week.

In collaboration with the VSP Unmanned Aerial Vehicle (UAV) Response Team, a detailed mapping of the 2024 Virginia State Fair at the Meadow Event Park was created. This mapping layer provided dispatchers and agency personnel working parking and security details at the event an accurate layout of ride, event, and activity locations to improve response efficiency of calls for service.

MDT SHOP / MDT APPLICATIONS SECTION

- **Academy Class MDT Rollouts:** The MDT shop oversaw the successful setup, distribution, and support of MDTs for 3 VSP Basic Session Academy Classes: the 140th, the 141st, and the 142nd. MDTs were imaged, configured for each trooper, and all MDT connections were validated in each trooper's newly issued vehicle, ensuring a smooth transition to the field.
- **Motorola M500 Camera/LPR Project:** The IT Division assisted in the initial planning, rollout, documentation, and daily troubleshooting of the CarDetector Mobile LPR application on MDTs.
 - » CarDetector Mobile is used in conjunction with the Motorola M500 cameras for LPR (License Plate Reader) functionality, alerting the trooper if a vehicle's license plate scanned by the camera is wanted/stolen.
 - » Over 950 cameras utilizing CarDetector Mobile have been installed in VSP vehicles, leading to numerous arrests and improving public safety.
 - » VSP's motorcycle units were equipped with specialty Panasonic Toughbook computers and associated mounts to enhance officer safety while on patrol.

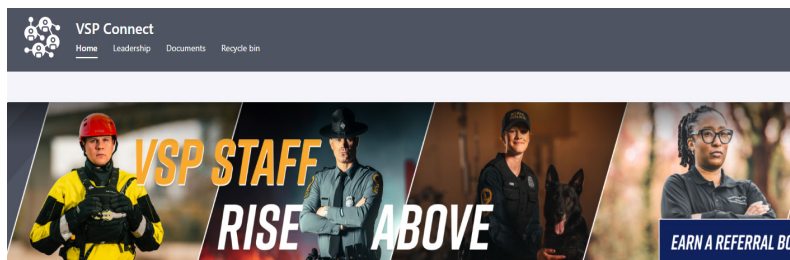


CARDS PROJECT:

The Case management, Records management, and Dispatch System (CaRDS) project is tasked with replacing several critical legacy systems, such as the computer-aided dispatch (CAD) system, mobile CAD system, and the Law Enforcement Activity Management System with a centralized and integrated modern law enforcement records management system. ITD facilitated the creation and release of a Request for Proposals (RFP) released in late 2023 and spent a significant portion of 2024 reviewing and evaluating the responses. The CaRDS Evaluation Team reviewed RFP responses from eight industry-leading vendors. The evaluation effort included reviewing and scoring vendor responses to more than 4,200 requirement questions and reading more than 2,900 pages of documentation describing the vendors' proposed solutions. Evaluation and negotiations are continuing with the goal of awarding a contract for this mission-critical service.

VSP CONNECT

On May 1, VSP Connect was launched as an internal webpage aimed to streamline department communications and allow faster communication of agency initiatives, opportunities, and intelligence while serving as a single source for agency communications



IT PROCUREMENTS SECTION

The IT Procurement section is responsible for overseeing the issuance and refresh of VITA-managed devices as well as assisting other sections of the agency in procuring various hardware and software. During 2024 the IT Procurements team managed 296 computer refreshes. The procurement team also handled the ordering of over 800 devices, all while issuing mission-critical hardware components, strengthening the agency's security posture, and providing employees with up-to-date software.

END USER SUPPORT SPECIALIST

ITD has an end-user support specialist who serves a crucial role in maintaining agency-specific systems that are unique to VSP. These systems fall outside the scope of VITA support but are crucial to VSP and need "on the ground" assistance. They include the software to upgrade promotional tests, academy exams, multi-factor authentication by the Firearms Unit, and DCSI for image captures. Some of the projects and tasks completed in 2024 include:

- Supported the vendor of the DCSI/Data Works system to restore system access for the photo lab allowing for all image requests from internal and external sources to be completed. This functionality is crucial to ongoing investigations, criminal prosecutions, civil trials, and meeting the FOIA standards for agency response.
- Assisted the Special Operations Division to synch the Taser 10 downloads capturing deployment to a vendor supported online interface. The download offers data crucial to use of force reviews, administrative oversight, and strategic tactical planning.
- Assisted the BCI Special Investigations & Programs Division (SIPD) Polygraph Quality Control Unit with installing new desktop computers on the Star Witness platform and worked collaboratively with the vendor to move all existing video files from the old devices to the new devices after deployment. This allowed for the continuation of recordings for all interviews and polygraph tests and established compliance with COV security standards.

VSP VITA SERVICES

The VSP VITA Services section of ITD assists agency personnel with navigating the complexities of working with the highly technical and multitiered approach to VITA's infrastructure services and suppliers to ensure the Department receives prompt and effective responses to our mission-critical IT needs. During 2024, the VSP VITA Services section processed 242 agency clearance requests for onboarding, separation, and badge renewals, and responded to 56 high priority incidents with VITA.

CRIMINAL JUSTICE INFORMATION SERVICES DIVISION)



The Criminal Justice Information Services Division collects, stores, and retrieves critical law enforcement data for use by local, state, and federal criminal justice agencies, noncriminal justice government agencies, private employers and firearms dealers operating in compliance with state and federal law and policies.

BIOMETRIC RECORDS SECTION (BRS)

Multi-Modal Biometric Identification System (MBIS): Searches and stores rolled fingerprints and palm prints from criminal arrests, convicted sex offenders, and latent fingerprints recovered from crime scenes across the Commonwealth. VSP, state, and local law enforcement agencies have MBIS access through terminals located at the respective agencies. The database receives Live Scan fingerprint transmissions and provides automated interfaces to combined criminal history systems, the Consolidated Applicant Tracking System (CATS), and the MBIS Archive for the purpose of conducting criminal history record searches or latent fingerprint matches.

CRIMINAL FINGERPRINT SUBMISSIONS

The criminal fingerprint submissions represent a vital connection to justice, including Criminal Arrest (CAR), Correctional Bookings (COR), and Identification Bookings (IDB) sent to MBIS. These submissions are shared with precision through Live Scan machines (98.8%) or diligently recorded on SP-180 forms and scanned into MBIS via a cardscan machine, showcasing our commitment to safety and accountability.

2024 CRIMINAL FINGERPRINT SUBMISSIONS

Livescan Submission	Cardscan Submission
211,885 (98.8%)	2,481 (1.2%)

TOTAL UNIQUE OFFENDER FINGERPRINTS STORED

Each criminal offender is assigned a State Identification Number (SID), which is associated with their criminal history information based on their fingerprints. Each person's fingerprints are unique to them, with no two people having the same. Every SID is registered to the MBIS database and stored in the MBIS Archive System.

2024 TOTAL UNIQUE OFFENDER FINGERPRINTS STORED
11,967,518
<small>*Number decreased due to database cleanup after the implementation of MBIS Cardscan Submission</small>

APPLICANT FINGERPRINT SUBMISSIONS

Applicant fingerprint submissions serve as a vital tool for ensuring safety and security, as they are sent to MBIS for identification purposes. MBIS diligently checks the database, striving to match any registered Virginia criminal SID to any submission, whether it is a Miscellaneous Applicant Print (MAP) for those pursuing careers in criminal justice or a Non-Federal User Fee (NFUF) for other applicants.

2024 APPLICANT FINGERPRINT SUBMISSIONS	
Livescan Submission	Cardscan Submission
335,449 (97.7%)	7,953 (2.3%)

CENTRAL CRIMINAL RECORDS EXCHANGE (CCRE)

Established more than 50 years ago, the CCRE is nationally recognized as a leader in maintaining a comprehensive criminal record database, including the development of state-of-the-art programs to deliver the most complete and accurate criminal record information, as well as automated support programs. CCRE conducts criminal record searches, depending on an agency's, law enforcement officers', or individual's need, or as mandated by state law.

EXPUNGEMENTS

The expungement process allows individuals to petition to have their Criminal History Records expunged. If a court of law approves the petition, the court order is reviewed, and all applicable agencies are notified to expunge the record. This process prevents ineligible records from being expunged and allows for removing qualified offenses from view. In turn, this promotes the ability of individuals not found guilty of crimes to improve their quality of life with employment opportunities.

CIVIL COMMITMENT

Mental Health files are essential guardians, ensuring that any civil commitment submissions from Virginia courts are preserved and accessible for firearm purchases and prosecution. By keeping these files active until a civil commitment restoration is received, we protect against the risk of record destruction beyond their retention schedule. This proactive approach safeguards source documents, bolstering both accountability and public safety. Moreover, it fosters timely FBI National Instant Criminal Background Check System (NICS) entries, enhancing the integrity of firearm purchase approvals nationwide. The mental health files added within the calendar year serve as vital indicators of public trends, empowering a movement towards greater mental health awareness and resources. This initiative fosters open communication between VSP and the courts, enhances safety for the public and law enforcement, and strengthens data collection for insightful statistics and analysis, paving the way for transformative shifts in behavior and mental health initiatives.

MENTAL HEALTH FILES	2022	2023	2024
Files Maintained	402,550	423,175	448,816
Files Added in Calendar Year	20,832	20,625	21,994

EMERGENCY SUBSTANTIAL RISK ORDERS & SUBSTANTIAL RISK ORDERS	2022	2023	2024
Emergency Substantial Risk Orders	219	290	367
Substantial Risk Orders	133	163	190

LEGAL NAME CHANGE COURT ORDERS APPLIED TO MENTAL HEALTH ENTRIES (IMPLEMENTED IN MARCH 2024)

Legal name change court orders for individuals with mental health records enhance public safety by identifying those disqualified from firearm purchases. Recently, the VSP Firearms Transaction Center denied a purchase in Virginia from an individual with a legal name change and multiple civil commitment orders who failed to provide a social security number. Integrating name changes with mental health records improves monitoring, helping prevent individuals in crisis from accessing firearms and promoting community safety.

SUBPOENAS PROCESSED

A total of 4,470 subpoenas were processed, reinforcing our commitment to justice.

CITIZEN CHALLENGES TO EXISTENCE/ACCURACY OF CRIMINAL HISTORY RECORDS

It empowers citizens to challenge the existence of a Criminal History Record when faced with identity theft or inaccuracies in arrest or disposition information. This important capability helps prevent unjust denials of firearm purchases and protects access to employment opportunities, fostering a commitment to the overall accuracy of criminal history records.

VIRGINIA SUPREME COURT/VSP DISPOSITION INTERFACE RECORDS

The system interface with the Office of the Executive Secretary (OES) Court System is essential for timely updates to Criminal History Records. This allows entities with public trust positions, such as schools and nursing homes, to identify any barriers to employment. Ultimately, the interface helps secure qualified applicants and enhances the safety of vulnerable populations

VIRGINIA CORRECTIONAL STATUS INFORMATION (CSI) INTERFACE OFFENDER COMMITMENTS ON FILE

Virginia Correctional Status Information (CSI) Interface Offender Commitments empower us to enhance the accuracy of Criminal History Records. They serve as a vital tool in uncovering offenses that may not appear due to various reasons, such as the non-submission of fingerprint arrest cards or errors in processing. Additionally, these commitments help reveal out-of-state records that might not be connected to the FBI, guiding us toward a more complete understanding of an individual.

CIVIL RESTORATION OF RIGHTS NOTIFICATIONS

Civil Restoration of Rights (managed through the Secretary of the Commonwealth) allows individuals convicted of a felony, after serving their time, to regain the right to vote, hold public office, and become a notary. This process can enhance employment and educational opportunities while also improving self-esteem. However, it's important to note that felony charges will still appear on the petitioner's Virginia criminal record for employers, landlords, or authorized organizations.

Court-ordered name changes in Virginia improve the accuracy of criminal record reviews for firearm purchases. This measure prevents individuals disqualified from acquiring firearms from being inadvertently approved based on name searches. It also notifies criminal justice agencies of existing Protective Orders or warrants. Importantly, the process does not require social security numbers, enhancing public safety by reducing unauthorized firearm purchase approvals.

ADULT & JUVENILE CRIMINAL JUSTICE APPLICANT & NATIONAL INSTITUTE OF STANDARDS & TECHNOLOGY (NIST) FINGERPRINT CARDS

The Adult & Juvenile Criminal Justice Applicant & National Institute of Standards & Technology (NIST) arrest fingerprint cards significantly impact public safety. Timely electronic transmission and recording of arrests in the Virginia criminal database are essential to prevent risks, such as individuals illegally obtaining firearms or jobs. Ensuring the accurate and timely transmission of arrest records is vital for maintaining community well-being.

CRIMINAL JUSTICE APPLICANT FINGERPRINT CARDS

The processing of criminal justice applicant fingerprint cards is crucial for employment in law enforcement. It is necessary to evaluate applicants carefully, especially those who will be handling firearms. Criminal records can understandably lead to denied employment opportunities, underscoring the importance of prioritizing public safety while considering individual backgrounds.

PHOTO LAB PRINTS GENERATED FROM CRIMINAL & TRAFFIC CRASH INVESTIGATIONS

The lab’s incident photos are critical for our sworn employees, providing essential evidence in court. They also provide valuable supplemental illustrations for our Property and Finance Division and the Department of Risk Management, aiding in the resolution of insurance claims. These photos also support the Commonwealth Attorneys and state medical examiners by providing key images for investigations. Through NextRequest, we provide the public with access to photos for personal use, litigation, and insurance claims, while also assisting insurance companies and attorneys with the necessary photographic evidence for informed decisions.

CENTRAL CRIMINAL RECORDS EXCHANGE ACTIVITY	2024
Civil Restoration Notifications Processed	631
Citizen Challenges To Existence/Accuracy of Criminal History Records	95
Legal Name Change Court Orders Processed	11,658
Legal Name Change Court Orders Applied to Mental Health Entries (Implemented in March 2024)	294
Adult & Juvenile Criminal Justice Applicant & National Institute Of Standards & Technology (NIST) Fingerprint Cards Processed	25,254
Virginia Supreme Court/VSP Disposition Interface Records Successfully Transmitted	398,068
Virginia Correctional Status Information (CSI) Interface Offender Commitments On File	245,354
Photo Lab Prints Generated From Criminal & Traffic Crash Investigations	169,688

CIVIL & APPLICANT RECORDS EXCHANGE (CARE)

The Civil & Applicant Records Exchange (CARE) section is committed to enhancing community safety through timely and accurate background checks. Our team is like family, united in making Virginia safer.

The Criminal and Rap Back Information System (CRIS) initiative will replace several legacy systems, modernizing our operations. A key feature is the Rap Back program, which notifies eligible employers in real-time when an enrolled employee is arrested, significantly enhancing our ability to manage individuals with criminal histories in positions of trust.

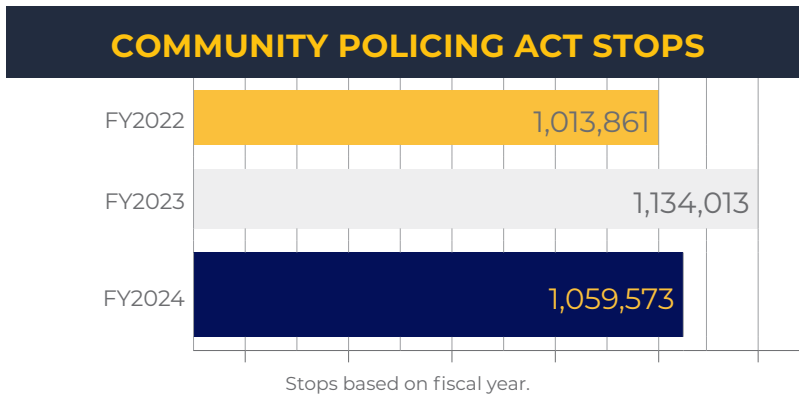
As part of the CRIS project, CARE will implement new software for electronic submission of background check requests, electronic payments, and dissemination of results, significantly streamlining our processes. These advancements position CARE at the forefront of public safety efforts, enabling us to serve and protect our communities more effectively and setting a new standard in our field. Every improvement CARE makes is dedicated to ensuring the safety and security of our communities.

CIVIL & APPLICANT RECORD EXCHANGE (CARE) CRIMINAL HISTORY CHECKS PROCESSED	2022	2023	2024
Fingerprint Search	286,926	314,019	314,346
Name Search	236,346	238,794	242,342

DATA ANALYSIS & REPORTING TEAM (DART)

The Data Analysis & Reporting Team (DART) has evolved significantly over the past five years, expanding from its origins as the Uniform Crime Reporting (UCR) Section to include multiple data collections from both the FBI UCR Program and new legislation. DART now manages various data collections, to include Incident-Based Reporting (e.g., Violent Crime, Hate Crime), Use of Force Data (to include Officer-Involved-Shootings), Community Policing Act Data, Photo Speed Monitoring Device Usage, Police Employment Data, Law Enforcement Suicide Data (VSP Only), and Death in Custody Reporting Act Data (VSP Only).

DART also oversees critical information systems, including the Law Enforcement Activity Management System (LEAMS) and the Evidence Management System (EMS). These data collections are vital for state and federal agencies, promoting safety and influencing policy changes. DART collaborates with the Office of Data Governance & Analytics (ODGA) and the Department of Criminal Justice Services (DCJS) to enhance data transparency through dashboards and participates in the Data Governance Council to improve data quality. Agencies such as the Virginia State Crime Commission and the General Assembly utilize DART's insights, supported by rigorous audits, to ensure accuracy across datasets.



This data highlights the dedication to community safety in Virginia through traffic and investigatory stops, as outlined in the Community Policing Act. Agencies and the DMV use this information to support our collective efforts for a safer society.

FIREARMS TRANSACTION CENTER (FTC)

The first of its kind in the nation, established in 1989, the FTC has been cited as an exemplary program and serves as a model across the country. The FTC provides Virginia-based Federal Firearms Licensed (FFL) dealers with immediate confirmation of a prospective purchaser’s firearm eligibility through VCheck, an Internet-based instant background check system. In 2024, 97.7% of all transactions in Virginia were processed through VCheck, ensuring that criminal history records are accurately analyzed to promote public safety.

In 2024, the FTC reviewed 503,660 firearm purchase applications, denying 5,571 due to ineligibility under state or federal law. This led to 1,887 referrals for criminal investigations based on various prohibitors, demonstrating the FTC’s crucial role in maintaining public safety while respecting Second Amendment rights.

Additionally, concealed handgun permits are continuously reviewed, and any disqualifications are reported to the Circuit Courts for permit revocation. This process ensures that only eligible individuals hold Virginia Concealed Handgun Permits, enhancing trust in law enforcement record

FEDERAL FIREARMS LICENSED (FFL) DEALER	2022	2023	2024
Requested & Processed	539,970	515,452	503,660
Denied Transactions / Preventing felons and others posing risks from acquiring a gun	6,574	5,950	5,571
Wanted Individuals Identified (Extraditable)	225	228	181
Criminal Investigations of False Statements on Firearms	2,763	2,230	1,887
ID Numbers Issued to FFL Dealers/Sellers	2,880	2,579	2,406

Note: 2022 forward shows active sellers by exempt or nonexempt status

CONCEALED HANDGUN PERMITS ISSUED & REVOKED	2022		2023		2024	
	Issued	Revoked	Issued	Revoked	Issued	Revoked
Resident, By Virginia Circuit Courts	769,094	729	679,746	863	686,994	815
Non-Resident Concealed, By VSP	2,872	19	3,065	16	2,934	13

FIREARMS & SEX OFFENDER INVESTIGATIVE UNIT (FSOIU)

The Firearms and Sex Offender Investigative Unit (FSOIU) conducts on-site verifications of all residential and employer addresses of registered, convicted sex offenders. It also investigates and enforces firearms laws in Virginia while protecting a person’s Second Amendment right to bear arms. The FSOIU, which is comprised of troopers and civilian compliance officers, conducts criminal investigations related to offenders who fail to comply with SOR registration requirements and firearms laws. Through the Virginia Sex Offender Management System (VSOMS) and VCheck, the FSOIU works closely with local law enforcement, the U.S. Marshal Service, and the Virginia Department of Corrections (DOC) Probation and Parole.

By conducting on-site verifications of registered sex offenders’ addresses and employers, the FSOIU ensures offenders abide by their registration requirements. This helps track potentially dangerous individuals and prevent further harm to the community. Investigating and enforcing firearms laws ensures that individuals who are prohibited from possessing firearms do not have access to firearms, reducing the risk of gun violence. The work of FSOIU directly impacts the community by keeping offenders accountable, reducing crime, and balancing constitutional rights with public safety needs.

FSOIU INVESTIGATIONS	2022		2023		2024	
	Initiated	Arrested	Initiated	Arrested	Initiated	Arrested
Firearms	1,440	821	1,328	822	1,200	747
Sex Offenders	3,321	771	2,584	765	2,518	611

SEX OFFENDER AND CRIMES AGAINST MINORS REGISTRY (SOR)

The Virginia SOR was established in 1994 and is responsible for maintaining all registration documentation. Virginia classifies individuals as Tier 1, Tier 2, Tier 3, and Murder. SOR currently mails out over 3,000 address verification forms monthly to individuals classified as Tier 3 and convicted of Murder. Information entered into the Virginia Sex Offender Management System (VSOMS) is populated on the public website, enabling public awareness of sex offenders in their area.

Furthermore, the public website offers options for the general public to register for email alert

notifications regarding registered offenders who reside, work, or attend school within a specific zip code or within a 0.25 to 5-mile radius of a specific address. Additionally, the general public can register to receive email alert notifications regarding specific offenders. An email alert will be sent if there is a change to the offender’s physical home address, school address, or place of employment. This is accomplished by selecting a specific offender on the website and then selecting “Track Offender”. These features enable the public to receive immediate alerts about offenders in their area, thereby increasing public safety and awareness.

The SOR regularly assists in providing registration documentation to outside registries to ensure a Sex Offender Registration Notification Act (SORNA) handshake is completed when registrants relocate outside of Virginia. This handshake between registries helps to prevent registrants from changing locations undetected. VSOMS automatically sends notifications to the outside registry’s SORNA Portal when an address outside of Virginia is submitted. This advancement dramatically reduces the number of offenders that go unreported or unverified to other registries when changes are made. This new feature also reduces the workload for SOR employees. Previously, SOR staff would email or fax a copy of the registration to the outside registry. Additionally, VSOMS utilizes Google Maps to provide accurate addresses, reducing entry errors when updating offender information. This allows for the most precise information to be available to law enforcement and the public.

	2022	2023	2024
Total Convicted Sex Offenders Listed On SOR	25,551	26,161	25,319

VIRGINIA CRIMINAL INFORMATION NETWORK (VCIN)

VCIN enhances collaboration and security by leveraging the National Crime Information Center (NCIC) to promote justice in Virginia. This message-switch system provides instant access to vital data, empowering local, state, and federal agencies to serve communities effectively. Supporting 667 agencies, VCIN/NCIC safeguards sensitive information and facilitates inquiries on wanted and missing persons, protective orders, and stolen vehicles. The integration of warrants and protective orders by Virginia magistrates through the e-Magistrate Interface demonstrates our commitment to a safer future for all.

In total, 596,361,255 messages were transmitted via VCIN, emphasizing the system’s importance. There were 178,651 warrants and 13,320 stolen vehicles logged into the VCIN/NCIC, aiding law enforcement in the apprehension of suspects and the recovery of vehicles. Additionally, 18,119 protection orders, 27,554 preliminary protection orders, and 58,613 emergency protection orders were entered, ensuring necessary support for those in need.

VIRGINIA ALERT ACTIVATION

Information on the Virginia Alert Programs can be found at <https://tvsp.vinzinja.gov/active-alens/>. In a remarkable show of community resilience, 5 AMBER Alerts led to the location of all the abducted children. 10 CODI Alerts resulted in 10 additional children safely found. The CODI, or “Critical Operation for a Disappeared Child Initiative” Alert aids in the searches of missing or endangered children; those whose disappearance poses a credible threat to their safety and health. As opposed to an AMBER Alert, it does not require the element of abduction to be activated. The CODI Alert was approved by the 2024 General Assembly and implemented in late September 2024, well before the legislative mandate of July 1, 2025. The alert is named for Codi Bigsby, a four-year old from Hampton who was reported missing in 2022 and has never been found. Over the last 3 years, all the children associated with either an AMBER Alert or CODI Alert (previously Endangered Child Alert) have been located.

There were 51 Critically Missing Adult Alerts in 2024, and 50 subjects have been located. The number of Critically Missing Adult Alerts increased significantly in 2023 due to a statutory change originating from the 2022 General Assembly. This change eliminated the criterion of abduction and expanded the definition of “critically missing adult” to encompass any missing adult, including an adult who has a developmental disability, intellectual disability, or mental illness.

Additionally, 31 Senior Alerts prompted action, and to date 30 of them resulted in safe returns. All 5 Missing Person with Autism Alerts concluded with the Individuals being located. In total, 100 missing people were located in 2024, highlighting the importance of our alert processes and community awareness.

VIRGINIA ALERT ACTIVATION	2022		2023		2024	
	Activation	Endangered People Recovered	Activation	Endangered People Recovered	Activation	Endangered People Recovered
AMBER Alert	3	3	6	6	5	5
CODI Alert (new addition - replaces Endangered Child)	2	2	9	9	10	10
Senior Alert	32	25	42	42	31	30
Critically Missing Adult	6	3	30	27	51	50
Missing Person w/ Autism	1	1	3	3	5	5

All Alert activations provide critical information to the public so they can immediately assist law enforcement in their search efforts.

PROCESS IMPROVEMENT ENGINEERING SECTION (PIES)

On December 5, 2023, the Process Improvement Engineering Section (PIES) was formed, consisting of three Process Improvement Analysts and a Coordinator. They utilize Lean Six Sigma tools to enhance business processes within the CJIS Division by eliminating waste and reducing defects.

Guided by the CJIS Well Managed Roadmap, the team analyzes current processes, identifies waste, and provides staff training to drive improvement. Their efforts have helped address a backlog of background checks in the Civil and Applicant Records Exchange (CARE) due to staffing shortages and bottlenecks. They also collaborated with the Biometric Records Section (BRS) to create a standard practice for ensuring timely updates to criminal history records.

Additionally, PIES and the Central Criminal Records Exchange – Search Photos and Bookings (CCRE-SPB) team implemented a new process for obtaining fingerprint-based arrest booking information for individuals seeking restoration of civil and firearms rights, effective February 10, 2025. Looking ahead, PIES will play a key role in Organizational Change Management for the new Criminal History and Rap Back Information System (CRIS), promoting a culture of continuous growth and success within the CJIS Division



HUMAN RESOURCES DIVISION

The Human Resources Division (HR) administers the Department's human resources services for all current employees and applicants for employment. HR has adopted a culture of continuous improvement through extensive training and certification in Lean Six Sigma. HR collaborates closely with executive and command leadership, offering strategic guidance and insight to drive organizational success. HR has cultivated strong partnerships with the Department of Human Resource Management, other state agencies, Virginia law enforcement agencies, and other stakeholders to support its vision of becoming best-in-class, trusted, professional HR service providers and partners.



HUMAN RESOURCES DIVISION IS ALSO COMPOSED OF THE FOLLOWING UNITS & PROGRAMS

- Applicant Investigation
- Benefits Administration
- Classification & Compensation
- Compliance
- Employment/Employee Relations
- Time and Attendance
- Medical and Workplace Safety Services
- Volunteer Program



Civilian Supervisor Service Training, State Police Academy

2024 IN PERSPECTIVE

COMPLIANCE SECTION

The Compliance Section is responsible for maintaining up-to-date HR policies and coordinating special programs. The section developed a Civilian First Line Supervisory School and trained 145 civilian supervisors in leadership and management skills, enhancing their competencies and job performance. Additionally, the section developed a comprehensive curriculum and established an in-service school for civilian supervisors, scheduled to commence in 2025.

CLASSIFICATION AND COMPENSATION SECTION

The Classification and Compensation Section maintains the Department's compensation infrastructure. The team collaborated with multiple divisions to conduct organizational and individual job studies, resulting in the development of tailored Employee Work Profiles that align with the Department's business priorities. By partnering with both sworn and civilian leadership, the section conducted comprehensive job analyses, enhancing the Department's ability to attract and recruit the most qualified and diverse candidates. These actions have been instrumental in dramatic reductions in civilian position vacancies.

BENEFITS SECTION

The Benefits Section administers all benefits programs during the entire employee life cycle. Initially, Benefits administrators answer questions from prospective candidates. They assist new employees to understand our comprehensive benefits package, and with the onboarding process. The Section counsels and educates individual employees, supervisors, managers and families to better utilize their benefits through educational platforms and with individual counseling. Retirement planning is also a focus. The team works with health and life insurance, medical leave, including parental, Family and Medical Leave and workers' compensation, as well as short-term and long-term disability. Benefits

administrators coordinate service awards and promotional recognition ceremonies. They assist employees who request Americans with Disabilities Act accommodations and any other optional benefits available to state employees. Finally, they assist families of decedents to better understand any benefits available to them. 13.3% of Department employees reported a workplace injury in 2024, which is higher than the Bureau of Labor Statistics national average across all professions of 2.2% (last published in 2023). This injury rate highlights the inherent dangers of law enforcement work, and our Benefits and Workplace Health and Safety Sections work to reduce injuries through educational campaigns, outreach, and training.

APPLICANT INVESTIGATION SECTION

The Applicant Investigation Section conducts pre-employment background investigations for the Department and other state and local agencies, to include the Office of the Governor, Virginia Commonwealth University, Virginia Department of Corrections, Virginia Department of Criminal Justice Services, Virginia Department of Forensic Science, Virginia Division of Capitol Police, Virginia Lottery, Virginia Office of the Inspector General, Chesterfield County Police, and a variety of other entities. 1,272 investigations were conducted to ensure those employees hired met the requirements of the position and there were no disqualifications in their background. This section also conducted 18 Line of Duty Act (LODA) investigations in conjunction with the Virginia Retirement System to support first responders and their families, pursuant to § 9.1-403, Code of Virginia.

TIME AND ATTENDANCE SECTION

The Time and Attendance Section administers the Department's payroll and timekeeping processes, in conjunction with the Property and Finance Division. The Section provides training to leave coordinators and other employees throughout the Commonwealth. They have developed Standard Operating Procedures to ensure compliance with proper leave processing. The team addresses employee issues as pertaining to payroll and leave. They ensure adherence to internal controls, policy, and law, and are the direct liaison with the Department's payroll processor, the Department of Accounts Payroll Service Bureau.

TALENT ACQUISITION AND EMPLOYEE RELATIONS UNIT

The Talent Acquisition and Employee Relations Unit administers the Department's talent acquisition and employee relations processes. The team processed 1,492 sworn and 6,175 civilian job applications, resulting in the hiring of 129 new sworn, 8 rehired sworn, and 115 new civilian employees. With each hire, the Department demonstrates its commitment to the Commonwealth's public safety needs and continued economic strength in cultivating and retaining a diverse and talented workforce. The Department provides promotional and/or career progression opportunities to all employees. In 2024, 77 sworn members were promoted across all ranks and an additional 252 were career progressed. 30 civilian employees were promoted to various positions. These opportunities are an investment and commitment to employee growth, engagement and retention, while maintaining a talent pipeline for supervisory and leadership opportunities. The unit facilitates the Pathway to Trooper and Trooper Apprenticeship programs, which are promising talent pipelines for State Trooper careers. The Department values its employees, and is committed to developing a skilled, motivated, and dedicated workforce, which benefits the entire Commonwealth.

EMPLOYEE HEALTH

An on-site Physician and Nurse Practitioner provide holistic medical, work safety, and well-being services to all employees. Our clinicians offer educational training to sworn members and civilians, host health and wellness campaigns, provide coaching and consultations, and offer an annual vaccine clinic. They evaluate acute illness or injury, review annual physical surveys, and pre-employment medical records of sworn applicants. They aim to renovate the clinic space, modernize and improve medical offerings. The clinicians work with HR leadership to review and revise policy and legislation to promote best practices, protect employees, and mitigate workplace risks. They are on call for pre-employment testing, basic trooper training, workplace exposures, and acute medical issues. Nearly 1/3rd of sworn employees sought telemedicine appointments to review their blood lab results. Over 350 medical queries were attended to in their first 8 months of service.

The unit serves as panel physicians for the Commonwealth's Workers Compensation system. These programs are crucial for improving public safety as they contribute to a healthier workforce while ensuring long-term employee wellbeing and fitness-for-duty.

WORKPLACE SAFETY

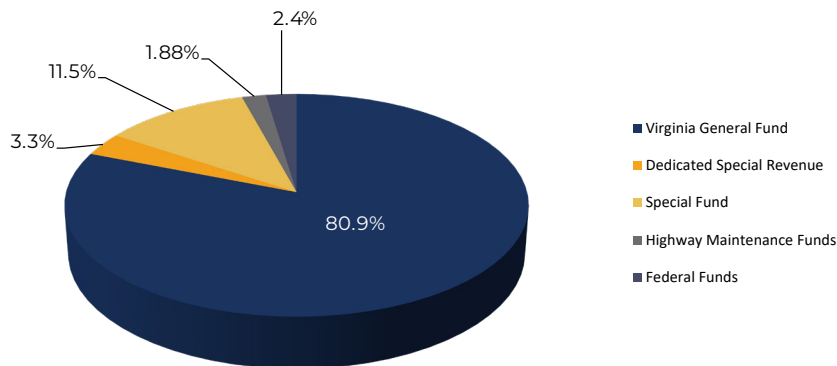
Our Statewide Workplace Safety Coordinator promotes a safe work environment for all employees by providing safety training for employees, overseeing the respiratory protection program, handling recordkeeping of workforce injuries, and ensuring federal and state regulatory compliance. The workplace safety coordinator assists with policy review and revision, as well as any requests for reasonable Americans with Disabilities Act (ADA) accommodations. The coordinator also conducts safety assessments, accident investigations, and ergonomic consultations. Protecting employees and mitigating risk of unsafe work conditions are vital to providing the public safety services expected within the communities throughout the Commonwealth.



PROPERTY AND FINANCE DIVISION (BASS)

Property and Finance is supportive to the Department, as its primary role is to provide financial data, analysis, and guidance to the Bureaus enabling informed decision-making. Property and Finance functions are crucial for controlling costs and ensuring resources are used wisely. By managing budgets and making strategic purchasing decisions, these functions contribute to the financial health of the Department.

FUNDING SOURCES: \$488.7 MILLION FY 2024 TOTAL BUDGET



- *Dedicated Special Revenue
- Motor Vehicle Safety Inspection Program (Code of VA 46.2-1168)
 - Cafeteria Food Service
 - State Corporation Commission/Help Eliminate Theft Program (H.E.A.T.)/Insurance Fraud Unit (IFU)
 - Sex Offender and Crimes Against Minors Registry
 - Sales of Surplus Property
 - Asset Forfeiture

VIRGINIA STATE POLICE BUDGET	2024
Information Technology Systems, Telecommunications	\$102,757,865
Law Enforcement & Highway Safety Services	\$349,290,158
Administrative & Support Services	\$36,692,696



TRAINING DIVISION (BASS)

Recognized nationwide for its exemplary training standards, comprehensive curriculum, and team of certified expert instructors, the Training Division operates out of two primary facilities: the Academy in North Chesterfield and the Driver Training Complex (DTC) in Blackstone, which includes the Driver Training Unit and Tactical Operations Unit.

The Training Division also maintains a main canine facility in North Chesterfield as well as a satellite canine training center located at the Abingdon Regional Jail in Washington County.

RECRUITMENT UNIT

The mission of the Recruitment Unit is to recruit and retain individuals who represent the population our agency serves and are fair, professional, and possess a high degree of integrity and a commitment to public service. The Recruitment Unit strives to identify and recruit the most qualified candidates for employment, with emphasis on maintaining diversity within the workforce of the Virginia Department of State Police.

In 2024, recruiters contacted 4,072 prospective trooper candidates, with 2,638 of those contacts generated by individuals accessing the VSP recruitment website. Not only the Recruitment Unit, but the entire agency in general, is constantly brainstorming solutions and tapping into creativity to improve recruiting efforts. Some new concepts that have been put into motion include the following:

- Establishment of a new and state of the art website through collaboration with EPIC; taking

this significant step has led to an increase in applications being submitted.

- A major strategy that is being emphasized by VSP is a distinct “branding” campaign that highlights the unique and coveted status of TROOPERS.
- Pathway to Trooper Program – The hiring of 18- to 20-year-old applicants is now possible through the Pathway to Trooper Program, giving these young individuals the opportunity to join our ranks and grow both personally and professionally as they await entry into a basic training school. During this time, they become acclimated to the agency’s culture while serving in various civilian support roles. In 2024, 13 employees were hired through the program.
- Trooper Trainee Apprenticeship Program – Applicants who are old enough to enter a basic session are hired in various civilian positions while awaiting the start of basic training. This option allows the agency to gain commitment from strong applicants and avoids the risk of losing them to other agencies. Participants are able to receive compensation and benefits as they prepare to enter the basic school which is only a few months away. In 2024, 35 apprenticeship employees were hired.

The chart below reflects an increase in 2024 in total applications received and people hired for the basic schools. The closing months of 2024 was marked by a statewide joint recruiting effort by all VSP employees. The concept of “everyone is a recruiter” has been embraced by VSP members, both sworn and civilian, and those efforts are clearly benefiting the agency with an increase in applications received and sworn members hired.

	2023	2024
Applications Received (Basic Schools)	870	843 (140th) 659 (141st)
Total Hired	52	69 (140th) 37 (141st)
Total Graduated	31 (139th)	52 (140th) 21 (141st)

BASIC TRAINING

- VSP began the year with the graduation of 52 men and women from the 140th Basic Session. They graduated the Academy on February 23, 2024. The graduates were from every corner of the Commonwealth, as well as Jamaica, Haiti, Missouri, Louisiana, Connecticut, North Carolina, Tennessee, New York, Texas, New Jersey, Ohio, Tennessee, Kentucky, and Pennsylvania.
- On August 23, 2024, VSP graduated the 141st Basic Session and welcomed 21 new troopers to its ranks. While a majority of the graduates are Virginia natives, the class also included natives of Indiana, New York, Louisiana, New Jersey, Tennessee, West Virginia, New Jersey, California, Connecticut, and Massachusetts

THE DRIVER TRAINING UNIT (DTU) CONDUCTS VARIOUS COURSES THROUGHOUT THE YEAR IN:

- Precision Driving
- Urban Driving
- High Speed Driving
- Pursuit Intervention Technique
- ATV/UTV Office Road Driving
- Motorcycle Operations; the Driver Training Unit is responsible for training motorcycle operators for numerous local agencies throughout the Commonwealth

DTU members truly display their versatility by also providing exceptional training in completely different fields such as medical support: CPR / First Aid / AED and Trauma Kit Training. DTU members spearhead a significant program that ensures all sworn members are prepared to render aid to citizens' in need at a moment's notice.

TACTICAL OPERATIONS UNIT (TOU) TRAINING INCLUDES:

- Officer Survival
- ALERRT (Advanced Law Enforcement Rapid Response Training)
- ALERRT Solo Officer Rapid Response (SORD) Train the Trainer
- Tactical Team
- Tactical Field Force Training
- Firearms Training

This elite unit prepares sworn members—including specialized units—to respond effectively to extreme emergency situations. In light of ongoing national tragedies, such as school/mass shootings, the Tactical Operations Unit (TOU) has taken extensive measures to ensure our personnel are equipped to respond with professionalism and support. In today's unpredictable environment, incidents of civil unrest can emerge with little notice. Our continued commitment to training, equipping, and preparing the VSP Tactical Field Force platoons to restore order in volatile situations has proven invaluable and earned recognition at the national level.

In 2024, Trooper and CVEO In-Service was conducted in-person. The training included legal issues, cultural diversity, firearms, driving, and defensive tactics. The Academy staff takes immense pride in regard to the privilege of building the future of the agency through its work with our basic students. The Training Division has been instrumental in adapting to the various changes in today's workforce. As indicated above, the norm has become the Academy receiving individuals who are of different ages, hailing from various regions, both nationally and internationally and many with extremely diverse backgrounds. Our program is designed to challenge, inspire and unify all trainees for the common goal of serving and protecting the citizens of Virginia.

VIRGINIA LEARNING CENTER (VLC) COURSES - THE FOLLOWING COURSES WERE PROVIDED IN 2024:

- Cyber Security Training
- Staff and Leadership Employee Development Program
- Mental Illness and Disability Training
- Bloodborne Pathogens Annual Training
- Selected Acts Training
- Ford F-150 Responder Training
- Asset Forfeiture Training
- Sexual Misconduct Training
- VSP General Order 2.01 Pursuit training
- VDEM Virginia State Employee Safety and Disaster Awareness Training
- Understanding Generational Differences and Unconscious Bias Training
- First Amendment and Law Enforcement Training
- 2024 Case Notes Training
- 2024 Video Manager EL Training
- 2024 Legislative Action Summary Training

As a statewide agency, the Virginia State Police faces the ongoing challenge of delivering exceptional training to a geographically dispersed workforce. To address this, the Training Division places high value on maintaining a strong Virginia Learning Center (VLC) program and continues to innovate online training methods to ensure sworn employees receive timely and relevant instruction. Currently, the Academy is developing a video library designed to help newly appointed first-line supervisors quickly become familiar with and proficient in their new responsibilities.

TROOPER/CVEO IN-SERVICE INCLUDED THE FOLLOWING COURSES

- First Aid/CPR
- Cultural Diversity
- Understanding Generational Differences and Unconscious Bias
- Legal Updates
- Defensive Tactics - Tactical Readiness
- Officer Survival
- Driving
- Mental Wellness - Cognitive Fitness
- Medical Go Bag - Field Medical Training

VSP embraces the value of continuing education for its sworn members. Today's police officer is continually expected to handle a variety of situations. VSP embraces the responsibility of answering the call, any call, and provide the best support to its citizens as possible. Continual professional development is essential in meeting the needs of our communities.

CANINE TRAINING

The Canine Training Section, in addition to required monthly in-service training, conducts basic canine instructor and handler schools for four disciplines. Basic canine school consists of 13-weeks - 520 hours of instruction and practical exercises in the following disciplines:

- Explosive Detection
- Narcotic Detection
- Patrol
- Bloodhound

Canine Training Operations has had a profound and tangible impact upon public safety and the lives of Virginians. State Police canine teams continue to apprehend violent offenders as well as recover missing persons who otherwise would have surely perished..

DISPATCHERS

In 2024, a 50-hour Basic Dispatcher Course was conducted for new dispatchers. This course provided training in areas such as Civil Liability, Emergency Protective Orders, Ethics/Leadership, Crisis Communication vs Conflict Communication, Wellness and Resiliency, Police Pursuits, Active Shooter, Cultural Diversity, etc. Dispatchers are often the public's first contact with law enforcement. Our training program emphasizes the concept that our dispatchers often have the best chance to make a good first impression to community members.

YOUTH CADET LAW ENFORCEMENT TRAINING PROGRAM

In 2024, sponsored by the American Legion, a week-long training curriculum for rising Virginia high school seniors was hosted at the Department's Academy facilities. Students experience a life similar to a trooper-in-training, which includes daily room inspections, and instruction by troopers, which include topics such as crime scene investigations, officer survival, defensive tactics, firearms, safety, and driver improvement. This program is VSP's opportunity to positively influence society's younger generation. Participants are certainly challenged, but they are also set up for success. These youngsters are afforded the opportunity to realize the value of being part of something bigger than oneself.

UNIVERSITY OF VIRGINIA NATIONAL CRIMINAL JUSTICE COMMAND COLLEGE (NCJCC)

The 19th NCJCC session graduated 25 supervisors on September 19, 2024. This is a 10-week course that is an integrated, cutting-edge approach to criminal justice education through a framework of leadership and collaboration for local and state first-line law enforcement supervisors. Law enforcement members often find themselves in unstable scenarios associated with difficult circumstances. NCJCC continues to prepare police executives to navigate their agencies through these challenges while still providing excellent service to their communities.



BUREAU OF STRATEGIC GOVERNANCE (BSG)



The Bureau of Strategic Governance (BSG) tracks, monitors, secures, and guides the Department's progress toward achieving and sustaining strategic objectives. Its diverse team of professionals provides a number of essential services through their extensive technical and professional expertise. These services range from:

- **Fostering inclusivity and diversity through the Chief Diversity Officer;**
- **Elevating standards of excellence and accountability through the Professional Standards Division;**
- **Fostering continuous improvement and strategic outcomes through the Strategic Planning and Research Division;**
- **Mitigating operational risk through the Internal Audit Section;**

- **Securing Department information technology applications and infrastructure through the Information Security Office;**
- **Providing legal guidance and training in support of enforcement and investigative activities through the Office of Legal Affairs;**
- **Managing open records requests through the FOIA Officer; and**
- **Engaging with the Administration and General Assembly through the Legislative Liaison program.**



PROFESSIONAL STANDARDS DIVISION

The Virginia State Police is committed to ensuring the highest standards of professionalism, accountability, and integrity. Central to this commitment is the Professional Standards Division (PSD), which provides essential governance and oversight to maintain public trust and operational excellence. Through its rigorous processes, PSD ensures that laws, policies, and procedures are consistently upheld, reinforcing the Department's dedication to ethical conduct.

PSD fulfills this mission through two primary components:

- **Internal Affairs Section:** This section conducts thorough and impartial investigations into allegations of serious misconduct by Department employees. By ensuring transparency and accountability, Internal Affairs strengthens public confidence in the Department's operations. Additionally, it oversees the fair and consistent handling of standards of conduct violations by supervisors and rigorously analyzes use-of-force incidents to verify compliance with established policies, training protocols, and best practices.
- **Staff Inspection Section:** Dedicated to continuous improvement, the Staff Inspection Section performs comprehensive assessments of each Division within the agency. These objective reviews confirm adherence to policies and procedures, identifying opportunities for growth while reinforcing high standards of conduct. The section also leads the development and review of departmental policies to ensure they reflect the most current ethical and operational standards.

Further supporting this commitment is the Department's accreditation program through the Commission on Accreditation for Law Enforcement Agencies, Inc. (CALEA). The Virginia State Police has maintained its CALEA accreditation since 1986 — a reflection of its dedication to accountability and operational excellence. This ongoing accreditation requires independent assessments and regular policy evaluations, demonstrating the Department's commitment to transparency and continuous improvement.

Through the steadfast oversight of the Professional Standards Division, the Virginia State Police upholds its promise to serve the Commonwealth with integrity, fairness, and professionalism. PSD's role in governing and maintaining high standards ensures that the Department remains a trusted and respected institution in law enforcement.

Total Complaints Investigated

214

Professional Standards Investigations

CY2024

Disposition

Not Sustained ¹	23
Sustained ²	95
Exonerated / Unfounded Inquiry ³	70
Pending / Resigned / Retired / Separated ⁴	26

Use of Force Investigations

70

Origin

External/Citizen Complaints	88
Internal Complaints	126

Those Sustained From

External/Citizen Complaints	24
Internal Complaints	71

Those Sustained Resulting in

Written Notice	38
Formal Counseling	57

FIGURES ARE CURRENT AS OF 5/13/2025

1. Not Sustained: Insufficient facts exist to either prove or disprove allegations.
2. Sustained: The facts substantiate the specific allegations made or other misconduct.
3. Exonerated: The facts show the employee did not violate policy or law.
Unfounded Inquiry: The facts in an initial inquiry reveal the alleged actions of the employee are not a violation of policy and/or the complainant recants the alleged improper action(s).
4. Pending: The inquiry has not concluded.
Resigned: The employee resigned prior to the conclusion of the inquiry/investigation.
Retired: The employee retired prior to the conclusion of the inquiry/investigation.
Separated: The employee was separated prior to the conclusion of the inquiry/investigation.

INTERNAL AUDIT SECTION

Performs audits and reviews of Department operations for the purpose of monitoring the agency's performance. This section works to maximize the efficiency and effectiveness of Department operations and strengthen internal controls. This section routinely reviews financial data and reporting mechanisms, regulation and policy compliance, asset safeguards, loss detection and prevention, and technology data system security.

OFFICE OF LEGAL AFFAIRS (OLA)

The Office of Legal Affairs (OLA), provides legal advice and training for the Department of State Police. Headed by a Lieutenant Attorney, the Office includes two sections, general legal and FOIA, each led by a First Sergeant Attorney.



The general legal section provides advice to the Superintendent and all the Bureaus dealing with criminal law and procedure, civil law, procurement, personnel matters, legislation, and regulatory activities. This section serves as the primary liaison with the Office of the Attorney General for all legal matters and provides liaisons and research support to the Department's General Assembly team.

The FOIA section administers the Department's Virginia Freedom of Information Act program, handles subpoenas for witnesses, processes subpoena duces tecum, responds to discovery requests from defense counsel. The FOIA section processed over 10,883 requests for information in 2024.

OLA provides legal instruction to the Department for basic and in-service training as well as regular updates on key changes in the law due to legislation and court cases. The office also prepares and distributes "Case Notes" a quarterly case law newsletter. This training ensures that sworn employees remain abreast of developments in the law that affect their division.

INFORMATION SECURITY SECTION

The Information Security team takes pride in protecting data and providing safe, secure technology environment that ensures VSP can accomplish its mission and strategic goals. The team also provides input into an ever-changing information technology portfolio and rapid digital transformation with tools and processes designed to secure the data and systems.

As of December 2023 Information Security team has new leadership with the hiring of a Deputy Information Security Officer (ISO) along with the hiring of the Chief Information Security Officer (CISO) who will start in January 2024. Both individuals will seek to develop and manage the Agency's Information Security Program by developing a security culture in a rapidly changing cyber threat landscape and ensuring continuity of operations for systems.



STRATEGIC PLANNING AND RESEARCH DIVISION

The Strategic Planning and Research Division (SPRD) is responsible for developing and maintaining an effective strategic plan for the agency and objectively assessing performance toward achieving the Department’s goals and objectives. SPRD also promotes strategic thinking and decisions that align with the Department’s strategic plan, facilitates continuous improvement, and researches and develops innovative solutions to challenges facing the Department.

THE STAFF AND LEADERSHIP EMPLOYEE DEVELOPMENT (SLED) PROGRAM

The Staff and Leadership Employee Development (SLED) program was created as a professional mentoring program to further develop the Department’s sworn personnel for career advancement. SLED has been so successful over the years that in 2024, the American Council on Education (ACE) awarded academic credit recommendations for 15 undergraduate and 9 post-graduate semester hours.

As of December 2024, 113 employees have graduated from the SLED program.





OFFICE OF DIVERSITY AND ENGAGEMENT

As an organization, VSP fosters a culture that exemplifies its values in all areas of work, including promoting teamwork, embracing innovation, and valuing diversity and opportunity principles to achieve mission excellence.

DIVERSITY, OPPORTUNITY, AND INCLUSION ENGAGEMENT & OVERSIGHT PROGRAMS

The Office of Diversity and Engagement is overseen by the Department's Chief Diversity, Opportunity, and Inclusion (DOI) Officer and is responsible for VSP's DOI-related programs and initiatives. Additionally, the Chief Officer:

- Promotes, develops, and maintains DOI efforts.
- Reviews workforce policies, practices, composition, and demographics to ensure an inclusive workforce.
- Represents the agency and serve as a spokesperson on diversity matters with external agencies, public officials, community leaders, and other stakeholders.

Coordinates and or develops DOI training and education programs to enhance cultural competency of the agency employees.

SUPERINTENDENT'S ENGAGEMENT WORKGROUP (SEW)

The Superintendent's Engagement Workgroup (SEW) is also managed under the Office of Diversity & Engagement. Established in 2023, the SEW was initially established to increase competencies, communication, and awareness among VSP employees by evaluating the effects of VSP's policies and decisions on all employees across the organization. The SEW is also tasked with identifying opportunities to enhance internal and external relations and serve as a conduit for information. SEW membership includes a diverse coalition of employees throughout the Department who are champions of diversity and community outreach specialists.

In 2024, SEW group members participated in the following –

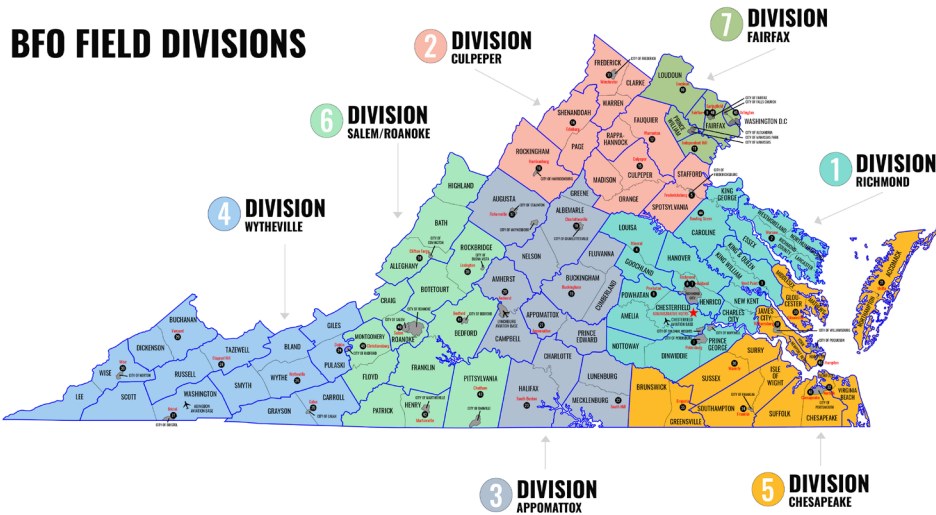
- Attended numerous recruitment events throughout the state
- Participated in several leadership programs
- Served as panel members for various speaking engagements related to criminal justice and law enforcement
- Served as adjunct professors
- Served as trainers during in-service training
- Hosted several peer resource groups



BUREAU OF FIELD OPERATIONS (BFO)

➤➤➤ BFO provides a full range of law enforcement services (traffic enforcement and criminal investigations) with an emphasis on highway safety. Uniformed BFO personnel patrol more than 74,000 miles of interstate and public highways. The Bureau is divided into seven field divisions, and subdivided into 49 area offices. In addition, BFO includes the Aviation Unit, the Safety Division and the Special Operations Division. BFO also provides numerous specialty services, which include Tactical Teams, Search and Recovery Teams, Crash Reconstruction Teams, Canine Teams, Dispatchers and the Motorcycle Units.

BFO also includes seven Emergency Dispatch Communications Centers staffed by civilian dispatchers and supervisors who field all calls transferred from local agencies and those coming in through #77.



Statewide 2024 enforcement data for all seven field divisions and the Safety Division:

	2024	2023	Percentage Change
Speeding (Summonses)	64,640	76,049	↓ 15%
Reckless Driving (Summonses)	47,050	46,822	↑ less than 1%
Total Crashes Investigated	79,725	69,234	↑ 15%
Criminal Arrests	14,066	13,789	↑ 2%
Disabled/Stranded Motorists Assisted	60,058	61,152	↓ 1%

As part of BFO's traffic enforcement and safety mission, those assigned to the field divisions participate in, partner with and support numerous local, regional, state and national traffic safety campaigns through effective and aggressive enforcement and education:

- Checkpoint Strikeforce
- "Click It or Ticket" Mobilization Waves
- Drive to Save Lives
- Move Over Law Awareness Month
- Operation Crash Awareness Reduction Effort (C.A.R.E.)

CRIME PREVENTION PROGRAM

Assists state and local law government, private entities, civic groups, schools and the citizens of Virginia with proactively reducing the incidence of crime within local communities, neighborhoods and businesses. Presentation topics focus on personal, traffic and/or workplace safety.



AVIATION DIVISION (BFO)

Provides aviation support for search and rescue, law enforcement operations, and medical evacuations across the Commonwealth. Sworn and civilian pilots, who maintain FAA commercial ratings, fly missions out of the Division's three air bases located in Chesterfield County, the City of Lynchburg, and the Town of Abingdon. The Division's mechanics maintain the fleet of six helicopters and three fixed-wing aircraft in accordance with FAA standards.



MED-FLIGHT PROGRAM

A partnership between the VSP, Ballard Health Systems, and Chesterfield Fire and EMS. The program operates from the Abingdon and Chesterfield air bases - providing life-saving medical support and medevac transport to patients in need of critical care, including those in rural and underserved communities. In 2024, critical care was administered to 735 Med-Flight patients, at no cost to them.

Med-Flight helicopters are equipped with medical coolers to store “whole blood,” significantly enhancing the programs ability to deliver life-saving medical care to patients suffering from severe trauma.

AIRCRAFT FLEET

- 5 – Bell 407 Helicopters
- 1 – Bell 412 Helicopter
- 3 – Cessna 206 Turbo Stationair Airplanes



LIFE-OR-DEATH SITUATION: VSP AVIATION SAVES 40 LIVES

September 27, 2024: Amidst severe flooding caused by Hurricane Helene, the Aviation Division answered the call for help when weather conditions grounded local aircraft. Two VSP helicopters from the Abingdon Air Base flew to Erwin, Tennessee and over a four hour period rescued 40 people from the rooftop of Unicoi Hospital.





SPECIAL OPERATIONS DIVISION (BFO)

The primary mission of the Special Operations Division is to preserve life and property through the use of tactical response, along with search and recovery measures. The Special Operations Division is committed to providing creative, deliberate, and reactive solutions for Department personnel and partner law enforcement agencies through state-of-the-art equipment, extensive training, and thorough planning.

SEARCH AND RECOVERY TEAMS (SRT)

The Special Operations Division – Search & Recovery Team (SRT) holds two full-time and twelve part-time members. SRT specializes in dive recovery operations, land search and recovery techniques, swift-water rescue, operational medical support, and high-angle rescue.

In 2024, SRT responded to southwest Virginia to assist the victims of Hurricane Helene. In their three-day mission, the team faced the fiercest storm conditions, slept overnight in their vehicles, and responded to multiple emergency calls for service. In total, SRT safely rescued 16 stranded people, two dogs, and seven cats.

SRT is regularly called in by multiple law enforcement agencies, seeking SRT's expertise in evidence recovery. In 2024, SRT conducted eight evidence recovery searches, and three vehicle recoveries.

SRT also oversees the Operational Medical Support, which responded to 76 calls for medical service in 2024, providing critical care in high-risk environments and during tactical operations.



SRT CALLS FOR SERVICE = 2024 (N = 145)



- Operational Medical Support - 76
- Dive Operations - 51
- Land Search & Recovery - 10
- Swift-Water Rescue - 8

OPERATIONAL MEDICAL SUPPORT (OMS) UNIT

Provides pre-hospital emergency medical, health and welfare, safety, and educational support to all VSP operations. The OMS program allows the Department to account for all of its Virginia-certified or nationally registered emergency medical technicians (basic, enhanced, advanced, intermediate, and paramedic levels). The unit is an Advanced Life Support Agency under the Virginia Department of Health’s Office of Emergency Medical Services (OEMS). Our agency, through OMS, has the ability to manage these highly trained and certified assets under the legal protection of an Operational Medical Director (OMD) and the Virginia Department of Health, Office of Emergency Medical Service (OEMS) licensure, allowing this unit to support the basic and advanced pre-hospital medical needs, training, and education of our agency.

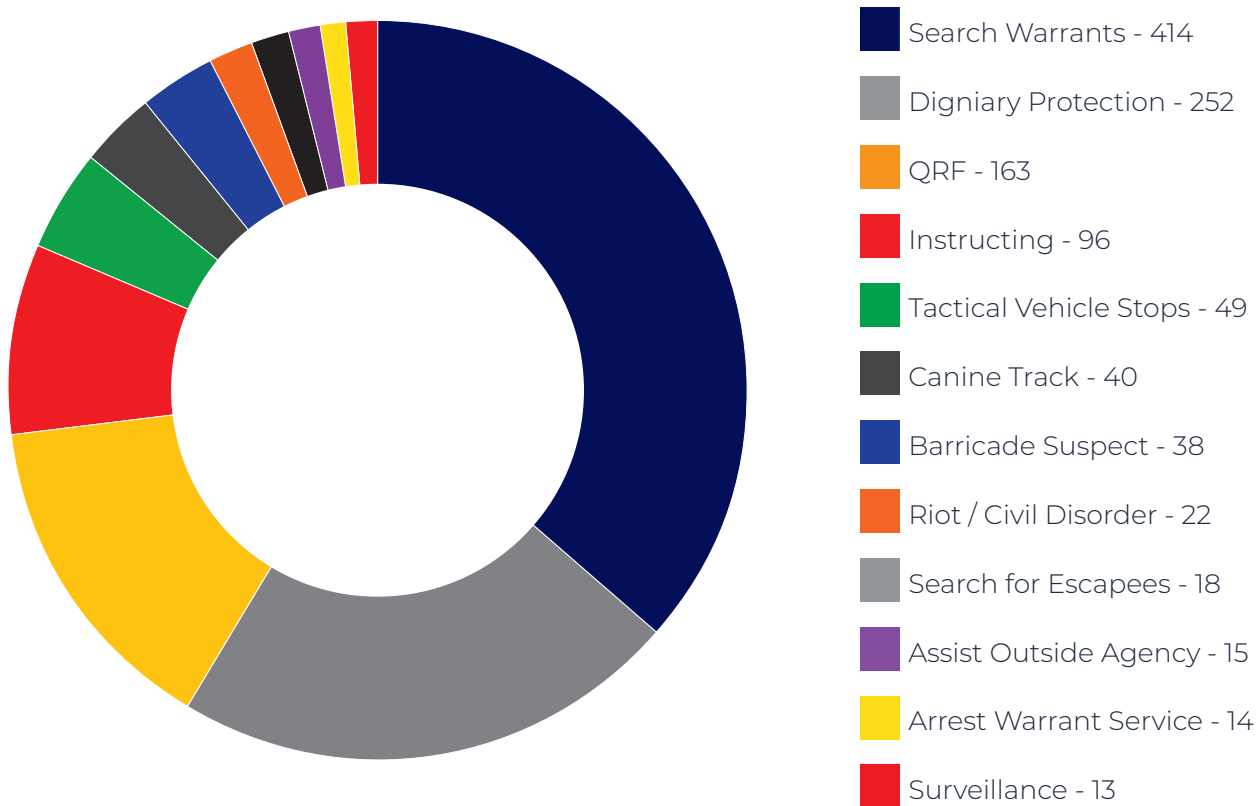


TACTICAL TEAM

The Tactical Team is composed of 71 full-time members split into seven Squads and strategically located throughout the State. The Tactical Team specializes in close-quarter conflict management, counter-assault measures, dignitary protection, and the use of specialized equipment and tactics to mitigate lethal threats, prioritizing the preservation of human life.

In 2024, the Tactical Team responded to 1,168 calls for service, among the highest in the Commonwealth and the nation. The Tactical Team reported a total of fifteen Uses of Force in 2024, which is only 1.28% of all calls for service. The Tactical Team was also authorized to use force an additional fifteen times but de-escalation measures eliminated the need.

TACTICAL TEAM CALLS FOR SERVICE = 2024 (N = 1,168)





SAFETY DIVISION

The Safety Division enhances highway safety through the administration of the Motor Carrier Safety and Hazardous Materials Transportation Unit and Virginia Motor Vehicle Safety Inspection Program. The Division is subdivided into seven operational areas that correspond with each of the seven BFO field divisions. The Division also maintains and promotes intradepartmental safety, and maintains complete records on all motor vehicle or other accidents in which Departmental equipment is involved or personal injury to employees of the Department is experienced.

MOTOR CARRIER SAFETY PROGRAM

The mission of the Motor Carrier Safety Program is to reduce the number and severity of commercial motor vehicle involved crashes, fatalities, injuries, and hazardous materials incidents through consistent, uniform, and effective CMV safety projects. The program ensures commercial trucks and buses, operating on Virginia highways, meet all safety requirements through comprehensive inspections, measurement, and crash investigations. These efforts resulted in 5,150 unsafe commercial motor vehicles and 2,721 unsafe commercial motor vehicle operators being removed from Virginia's roadways.

In keeping with the National Roadway Safety Strategy's (NRSS) safe system approach, VSP continues to concentrate our enforcement and commercial motor vehicle safety activities to support safer people, safer vehicles, safer speeds, safer roads, and post-crash care in the formulation of our commercial motor vehicle plan.

Motor Carrier Safety Troopers are assigned to separate Area Offices corresponding with each of the seven BFO field Divisions.

MOTOR CARRIER FACTS AND FIGURES	2024
Authorized Trooper & Supervisor Positions	65
Hazardous Materials Crash Responses	42
Post-Crash Commercial Vehicle Investigations	67
Total Patrol Summonses Issued/Arrests Made	1,985
In-Depth Commercial Vehicle Inspections	31,871
Unsafe Commercial Vehicles Placed Out of Service	6,378
Unsafe Commercial Drivers Placed Out of Service	2,887
Commercial Vehicle Inspection Violations	64,910

VEHICLE INSPECTION PROGRAM

Responsible for the oversight and certification of Virginia’s Vehicle Inspection Program, all active vehicle inspection stations and the licensing of certified Virginia vehicle inspectors. Established in 1932, it is the oldest continuous motor vehicle inspection program in the United States. The Program supervises 4,260 Vehicle Inspection Stations and 13,083 Certified Vehicle Inspectors across Virginia. During 2024, this program removed the public safety threat posed by 1,786,677 unsafe vehicles from Virginia’s roadways.

MOTOR VEHICLE INSPECTION PROGRAM	2024
Authorized Trooper & Supervisor Positions	78
Civilian Positions	40
Vehicle Inspections Conducted	7,633,735
Vehicles Failing Safety Inspection	1,123,263
Vehicles Repaired for Compliance at time of Inspection	663,414

BUREAU OF FIELD OPERATIONS (BFO)

VIRGINIA ACTIVE VEHICLE INSPECTION STATION INSPECTIONS CITED

4260

ACTIVE CERTIFIED VIRGINIA VEHICLE INSPECTOR

13,083

Initial Visit

219

Quarterly Visit Inspections Cited

10,137

All Station / Inspector Offenses

25,646

STATION

Station Verbal Reprimand	303
Station Written Reprimand	659
Station Suspension	402
Station Revocation	327
Station Counsel by Trooper	304
Station No Action Taken	303
Station Unfounded	303

INSPECTOR

Inspector Written	992
Inspector Suspension	735
Inspector Revocation	660
Inspector Counsel by Trooper	637
Inspector No Action Taken	636
Inspector Unfounded	636

OPERATION DISS-RUPT

Operation DISS-rupt targets the four key causes of fatal and serious injury crashes across Virginia's interstate system: distracted driving, impaired driving, speeding, and seat belt safety. The operation's goal is to achieve zero fatal crashes during designated enforcement periods and to reduce the total number of crashes on our interstates for the calendar year by 10%.

OPERATION DISSRUPT DATES 2024

Interstate 95	1/10 - 1/11
Interstate 66	2/10 - 2/12
Interstate 81	2/12 - 2/13
Interstate 64	4/3 - 4/4
Interstate 81	4/24 - 4/25
Interstate 95	5/16 - 5/17
Interstate 66	8/16 - 8/17
Interstate 81	9/19 - 9/20
Interstate 64	12/12 - 12/13
Interstate 95	12/15 - 12/16

TOTAL STATS FROM DISSRUPT 2024

Summons/Arrest/Warnings	7,531
Distracted Driving	200
DUI/DUID	49
Seatbelt/Child Restraint	2,205
Speeding	636
Reckless Driving	803
Total Crashes	335
Fatalities	4
Number of Sworn Participants	929
Number of Sworn Hours	10,778



BUREAU OF CRIMINAL INVESTIGATION (BCI)

Provides thorough and comprehensive investigations of all criminal matters mandated by Virginia statute and intelligence support relative to criminal activity in the Commonwealth.



BCI is divided into seven geographic field offices that correspond with the BFO field divisions. Each of the field offices is then subdivided into a General Investigation Section (GIS) and a Drug Enforcement Section (DES).

GENERAL INVESTIGATION SECTION (GIS)

Provides the highest level of investigative service to the citizens of Virginia and local, state and federal law enforcement agencies. This service includes general investigations and specialized investigations involving arson, bomb threats, white collar crime, high technology crimes, crime scene examination, fugitive apprehension, auto theft, surveillance, polygraph examination and financial crimes.

2024	
Total GIS Criminal Cases Initiated	1979
Assist-Cases (Local, State & Federal) Opened by GIS	555
Criminal Arrests	497
Search Warrants Conducted	428
Crime Scene Examinations	182
Elected Official Investigations	22

GIS Criminal Cases Initiated By Field Office	
Richmond	259
Culpeper	238
Appomattox	220
Wytheville	279
Chesapeake	383
Salem	474
Fairfax	126

GIS Polygraphs	
Criminal	8
Pre-Employment	234

GIS Arson/Explosives Cases	
Fire Investigations	112
Explosive-Related	171
Arrests	6

GIS Fugitive Cases	
Assigned	202
Fugitive Extraditions Conducted	202

DRUG ENFORCEMENT SECTION (DES)

Provides full-time attention to the enforcement of drug laws in Virginia, and is committed to supporting local law enforcement agencies in their efforts. DES has in excess of 116 special agents across the Commonwealth responsible for performing operational narcotics enforcement investigations, including special undercover, wire intercept and marijuana eradication efforts. DES actively participates or is directly responsible for 53 multi-jurisdictional drug and gang task forces representing 120 jurisdictions in Virginia. DES also routinely assists with federal and local narcotics investigations.

2024	
Total DES Criminal Cases Initiated	3384
Assist Cases (Local, State and Federal) Opened by DES	1519
Criminal Arrests	1826
Search Warrants	910
Clandestine Lab Investigations/Dismantling	3
Illegal Firearms Seized	763
Vehicles Seized	34
Estimated Street Value of Total Drugs Seized	\$135 MIL

DES Criminal Cases Initiated By Field Office	
Richmond	304
Culpeper	564
Appomattox	530
Wytheville	1016
Chesapeake	544
Salem	362
Fairfax	64

Statewide Task Forces	
Investigations Initiated	2473
Criminal Charges Placed	2122
Arrests	1430
Search Warrants Conducted	467
Illegal Firearms Seized	470
Vehicles Seized	18
Est Street Value of Total Drugs	\$73 Million

HIGH-TECH CRIMES DIVISION (BCI)

The High-Tech Crimes Division (HTCD) conducts cyber-crime investigations and child exploitation/pornography investigations, as well as supports local, state, and federal law enforcement agencies through digital forensic analysis. HTCD special agents are assigned to each of the seven geographic BCI field offices.

High Tech Crimes Section	2024
Investigations Conducted	23
Assists	1,288
Arrests	4
Charges	4
Search Warrants	1,412
Currency Seized	0
Weapons Seized	0
Vehicles Seized	0
Digital Devices Forensically Examined	2,346
Gigabytes of Data Processed	425,274

COMPUTER EVIDENCE RECOVERY SECTION (CERU)

Provides computer evidence recovery services, forensic examination services, and expert testimony for law enforcement agencies through in-depth examinations of computer data stored or seized during the course of a criminal investigation.

Request for Services
Completed

327

Digital Devices Forensically
Examined

680

Gigabytes of Data
Processed

363,671

TECHNICAL SUPPORT SECTION

Supports significant investigations and uses sophisticated methods and technologies to assist any requesting law enforcement agency. This section provides audio and video clarification services to all law enforcement agencies as well as supporting the courts and Commonwealth’s Attorney offices through installation and operation of closed circuit television systems for the purpose of facilitating the testimony of child victims and witnesses. The Technical Support Section assists Public Safety officials in localities with overt video crowd monitoring systems for large gatherings and events. The Hostage/Barricade Response Program was developed in 1997 to support federal, state and local law enforcement through the deployment of technical equipment and personnel resources.

Technical Support Section	2024
Request for Service	913
Closed Circuit Television Installations	51
UAS Deployments	105
Barricade Situation Assists with Audio / Video Clarifications	93

NORTHERN VIRGINIA - WASHINGTON, DC - INTERNET CRIMES AGAINST CHILDREN TASK FORCE (ICAC)

Counters society’s rapid explosion of online child exploitation, pornography, and predators through its 52 local, state, and federal partnering agencies. Established in 2004, the ICAC Task Force is funded through grant funding from the U.S. Department of Justice, Office of Juvenile Justice and Delinquency Prevention (OJJDP) with VSP serving as the lead coordinating agency. The grant provides for law enforcement training and equipment, and for conducting online investigations.

Northern Virginia-DC ICAC Task Force	2024
Cyber Tips Processed	9,224
Investigations Conducted	1,538
Child Victims Identified	208
Arrests	77
Charges	970
Search Warrants	1,349
Weapons Seized	4
Vehicles Seized	0



HOMELAND SECURITY DIVISION (BCI)

The Homeland Security Division plays a vital role in addressing threats to public safety and critical infrastructure in the Commonwealth and serves as an essential hub for coordination and communication among law enforcement agencies at the local, state, and federal levels. HSD provides both analytical and investigative support to our partner law enforcement agencies across the nation. In 2024, HSD responded to over 4,400 requests for information (RFIs), and produced a multitude of intelligence products that were shared with other law enforcement agencies and the public to help secure the Commonwealth and the Nation. In December 2024, the Homeland Security Division (HSD) –formerly the Criminal Intelligence Division—was officially renamed and reorganized as part of the Department’s larger focus on incorporating intelligence led policing into our mission and expanding capabilities related to homeland security.

BEHAVIORAL THREAT ASSESSMENT AND MANAGEMENT (BTAM)

An integral part of the Homeland Security Division is the Behavioral Threat Assessment and Management (BTAM) team, which collaborates with local law enforcement, mental health professionals and community service boards to identify individuals who may be on the pathway to violence and attempt to mitigate any further progression. BTAM’s goal is not to pursue criminal charges, but to facilitate getting individuals any needed mental health support. In 2024, the BTAM unit received 370 referrals of potential concern, and as of the end of the year, 52 of these remained open with an active management plan while the others were documented to create a baseline should the involved individual be reported in the future.



FIELD INTELLIGENCE UNIT

Operates to improve intelligence collection and dissemination, to gather tactical intelligence in support of criminal investigations, and to use intelligence in support of strategic planning through strong liaison and interaction with department personnel and local law enforcement counterparts.

JOINT TERRORISM TASK FORCE (JTTF)

Coordinated through the FBI, select VSP special agents are assigned to the FBI's Joint Terrorism Task Forces (JTTFs) throughout Virginia to jointly investigate international and domestic terrorism cases in the Commonwealth with our Federal partners.

VIRGINIA FUSION CENTER (VFC)

Formed in 2005, the VFC is a joint operation between VSP and the Virginia Department of Emergency Management (VDEM) to focus on counter-terrorism intelligence investigations and analysis. VFC is occupied by local, state, and federal law enforcement agencies, public safety, emergency management, and/or the military in prevention of, or in response to, an incident. It maintains liaison with representatives from partnering agencies in order to facilitate and ensure communication between the Virginia State Police and those agencies, allowing for a more coordinated, informed response.

VFC SHIELD PROGRAM

Established in 2019, the Virginia Fusion Center (VFC) Shield Program is intended for both the public and private sectors, as well as civic & local community groups. The program's goal is to increase community awareness of criminal and terrorism trends and incidents within the Commonwealth, United States and across the world through information sharing, making communities safer. In addition, VFC Shield connects members with available resources and sector specific content. The VFC Shield Program shared 120 information alerts and products in 2024.

FUSION LIAISON TRAINING PROGRAM (FLTP)

The FLTP is offered to first responders, corrections, dispatchers, healthcare professionals, health and human services, public works, federal and appropriate private sector partners. These individuals serve as the main point of contact for their agency and correspond with the VFC in matters related to suspicious activity and intelligence.

Every Fusion Liaison Officer (FLO) completes a two-day training course. This course touches on the following topics: Virginia Fusion Center Overview, Domestic & International Terrorism, General Crime Issues, Terrorist Screening Center, UAV Threat and Awareness, Gang Awareness, Critical Infrastructure Protection, Suspicious Activity LTP Reporting, Information exchange with the VFC.

The FLO continues to work for and is under complete control of their parent agency. The VFC supplies the FLO and their agency with a place to send information and receive vetted intelligence.





SPECIAL INVESTIGATIONS AND PROGRAMS DIVISION (SIPD)

The Special Investigations and Programs Division is comprised of several unique investigative sections to include asset forfeiture, marijuana eradication, task force officer assignment, drug diversion, auto theft, insurance fraud, and quality control.

ASSET FORFEITURE SECTION

In 2024, the Asset Forfeiture Section processed a total of 215 cases involving asset sharing with federal agencies, local police departments, and sheriff’s offices. These cases were pending final disposition at various stages during the year.

Of the total cases, 80 state-level cases and 135 federal-level cases reached final disposition in 2024, resulting in a conviction and/or forfeiture. These resolved cases accounted for a combined total of \$69,070,660.84 in seized assets distributed in accordance with asset forfeiture guidelines and sharing agreements.

ILLEGAL MARIJUANA ERADICATION PROGRAM (ERAD)	2024
Marijuana Plants Seized	1420

DRUG DIVERSION SECTION

Administers and maintains the Department’s Prescription Monitoring Program, Case Explorer, Gang Intelligence System Training, and National Precursor Law Enforcement Exchange (NPLEx). The program also provided drug diversion analytics, Gang Intelligence System and Case Explorer training services.

DRUG DIVERSION SECTION	2024
Request for Service	165
Pharmaceutical Investigations	107
Pharmaceutical Arrests	27
Charges/Assist Cases	38

HELP ELIMINATE AUTO THEFT (HEAT) PROGRAM

Established by the Virginia General Assembly in 1992, the HEAT program educates citizens about theft of vehicles and their parts, a crime that costs Virginians millions of dollars each year. HEAT also trains and supports local law enforcement officers in efforts to prevent auto theft. The HEAT program is a cooperative effort of VSP, Virginia Department of Motor Vehicles (DMV) and local law enforcement agencies throughout the Commonwealth. The program also provides funds rewards for information leading to the arrest of persons who commit motor vehicle theft related crimes.

VIN ETCHINGS

As part of its preventive efforts to reduce auto thefts, the HEAT Program hosts free Vehicle Identification Number (VIN) Etchings with local law enforcement and at community events across the Commonwealth. VIN etching is the permanent engraving of a vehicle identification number (VIN) onto a vehicle's windshield and windows. This process helps to deter theft. When VIN etching has been performed, a thief is less likely to steal your vehicle because they would first need to replace the VIN-etched glass, a time-consuming and expensive task.

POLYGRAPH QUALITY CONTROL SECTION

Plays an integral role in maintaining the high professional standards established by the polygraph community. Accredited through the Polygraph Law Enforcement Accreditation (PLEA), every polygraph examination conducted VSP must undergo an extensive secondary review by one of the four members of the Polygraph Quality Control Section. This review ensures standardization of testing practices and accurate scoring of polygraph charts. In addition, the section is responsible for ensuring all 23 of VSP's polygraph examiners meet Virginia polygraph licensing requirements, are licensed by the Virginia Department of Professional and Occupational Regulation (DPOR), and conduct examinations in accordance with Department and professional standards. Quality control personnel are also responsible for conducting quarterly site visits at nine polygraph offices to calibrate equipment and keep polygraph instruments in good working order.

During the 2024 calendar year, VSP examiners conducted 341 pre-employment and 84 criminal polygraph examinations. Examiners also administered 7 portable polygraph examinations for our law enforcement partners in locations throughout the Commonwealth. Examiners offer criminal testing, free of charge, for any law enforcement agency who requests assistance with a criminal investigation. Additionally, they support the VSP Human Resources Division with pre-employment testing as part of the sworn employee hiring process.

INSURANCE FRAUD PROGRAM (IFP)

Established in 1999, the IFP works to Stamp Out Fraud by providing training to law enforcement and teaching citizens how to identify and report insurance fraud. Insurance fraud is any act committed with the intent to obtain benefits or advantages to which they are not entitled. Insurance fraud costs American consumers more than \$80 billion dollars each year. Three common categories of insurance fraud are property fraud, casualty fraud and workers' compensation fraud.

INSURANCE FRAUD STATS	2024
Number of referrals received	2,112
Number of referrals declined	1,490
Number of investigations initiated	335
Number of arrests	54
Number of cases presented to Commonwealth's Attorneys	45
Number of prosecutions	24
Number of convictions	28
Amount of restitution ordered	\$78,093.33

OPERATION BOLD BLUE LINE

Operation Bold Blue Line is a focused deterrence program aimed at lowering violent crime in 13 identified cities in the Commonwealth through targeted and increased joint law enforcement efforts.

OPERATION BOLD BLUE LINE ACTIVITIES	2024
Firearms Seized	359
Value of Drugs Seized	\$37,686,735
Currency Seized	\$3,263,581
"Investigations" = Cases initiated by BCI	588

Data generated from OBBL dashboard

INTERSTATE CRIMINAL ENFORCEMENT

The Interstate Criminal Enforcement Unit participated in highway enforcement operations with specific emphasis focused on reducing the flow of illegal narcotics on Virginia highways. ICE members are specifically trained to conduct advanced criminal interdiction traffic stops involving drug trafficking organizations and other criminal enterprises. ICE members have also engaged in reduction of criminal acts in the Bold Blue Line Initiative across the Commonwealth.

INTERSTATE CRIMINAL ENFORCEMENT (ICE) UNIT / MASS	2024
Value of Drugs Seized	\$93,349,598

Currency Seized	\$1,938,757
Other Seizures	\$481,283
Drug Arrests	52
Charges	127
Firearms Seized	35
Traffic Stops	2,113
Vehicles Searched	351
Investigations	724
Search Warrants	464
Marijuana seizures	3,105 lbs / \$13,592,528
Controlled Deliveries	23

HUMAN TRAFFICKING UNIT - HTU

The Human Trafficking Unit was established in 2022, and is comprised of seven Special Agents, two Supervisory Special Agents, two Intelligence Analysts from the Virginia Fusion Center, one Programs Support Technician, and one First Sergeant. HTU is responsible for administering two human trafficking task forces, the Virginia Capital Area Human Trafficking Task Force and the Hampton Roads Human Trafficking Task Force. HTU conducts primary investigations of human trafficking and provides support to various agencies around the Commonwealth with their investigations. In 2024, the Human Trafficking Unit arrested 34 subjects for a total of 135 charges. In 2024, the unit continued its mission of building investigative capacity throughout the Commonwealth by facilitating several training opportunities in partnership with the Human Trafficking Institute for local law enforcement and prosecutors. To date, the unit has facilitated the training of over 1,114 law enforcement and prosecutors through the partnership with HTI. Finally, in 2024, the Human Trafficking Unit launched its first statewide enforcement and education campaign, Operation Silence Shattered. This campaign focused on raising awareness on college campuses through partnerships with campus police and university leadership.

	2024
Investigations Initiated	274
Arrests	34
Charges	135
Search Warrants	59
Currency Seized	0
Weapons Seized	1

GAMING ENFORCEMENT UNIT

The Gaming Enforcement Unit (GEU) was established in 2024 and is responsible for coordinating the enforcement of the Commonwealth’s gaming laws. This coordination involves collaboration between the Department of State Police, local law enforcement agencies, Commonwealth’s Attorneys, and various state agencies charged with regulating gaming activities. Examples of gaming laws enforced by the GEU include general illegal gambling laws, charitable gaming, casino gaming, racing and pari-mutuel wagering, fantasy sports, and online sports betting.

In addition to enforcement, the GEU provides education and technical assistance to local law enforcement agencies to support their investigations into illegal gambling activities. The unit also serves as a liaison between law enforcement, state regulatory bodies, and other stakeholders within the gaming industry. GEU also maintains an illegal gaming tip-line which allows citizens to report suspected illegal gaming activities anonymously.

	2024
Investigations Initiated	493
Illegal Gambling Tips Received	871
Arrests	2
Charges	12
Search Warrants	3
Currency Seized	0
Weapons Seized	0
Vehicles Seized	0

IN MEMORIAM



COL. WILLIAM GERALD MASSENGILL

On January 5, 2025, members of the Virginia State Police Family gathered at Ocran United Methodist Church in Dinwiddie County for the funeral of retired Colonel W. Gerald Massengill.

Col. Massengill joined the Virginia State Police in 1966, and retired in 2003, serving as Superintendent from 2000 to 2003.

Col. Massengill led the Department during both the 9-11 attacks and the D.C. Sniper shootings. Governor Glenn Youngkin, Senator Mark Warner, and former Governor Jim Gilmore attended the services. Warner was governor during Col. Massengill's time as superintendent.

Col. Massengill was interred in the cemetery next to the church in Dinwiddie.

WOODSON MEMORIAL GALLERY

The Colonel C. W. Woodson, Jr. Memorial Gallery is dedicated to those members of the Virginia State Police and their predecessors, the inspectors of the Division of Motor Vehicles, who gave their lives in the preservation of law and order, and who, in so doing, lived and died in the best traditions of law enforcement's duty and service to mankind.

Late in the fall of 1943, Colonel Woodson, then Superintendent of the Virginia State Police, and Mr. G. Watson James, Jr., an employee of the Division of Motor Vehicles, agreed that portraits of sworn members of the State Police who had given their lives in the line of duty would be an appropriate and lasting memorial. Although there were no funds available for the project, Mr. James contacted a number of artists and requested they prepare a portrait as a gift to the gallery, then known as the Memorial Art Gallery.

We are grateful to Mr. James and to every artist who has prepared a portrait for the gallery, which was relocated from the Department's Administrative Headquarters Building to the State Police Academy in 1989. The gallery was renamed at that time to also serve as a memorial to the late Colonel Woodson.

The Department's Police Officers' Memorial Service is held each year during National Law Enforcement Week at the State Police Academy, 7700 Midlothian Turnpike, Chesterfield County.

IN MEMORIAL

"It is not how these officers died that made them heroes, it is how they lived."
National Law Enforcement Officers Memorial, Washington, D.C.

Artists who have provided portraits for the gallery are Gertrude K. Russi, Frank S. Rowley, Jr., George H. Ben Johnson, Thomas Allen Belt, James E. True, Elizabeth Nottingham (Day), G. Watson James, Jr., Pierre Daura, Adele Clark, James F. Banks, Hugo Stevens, Greta Matson, Belle Worsham, Jewett Campbell, R. Vernon Hunter, Walter Whitehead, Helen Schuyler (Hull) Bailey, E. Wray Bernicchi, John D. Slavin, Charles Ingle, Jeanne Begien Campbell, Beatrice T. Klein, Marie Whitehurst, Milton Hull, Robert Simmons Fuller, Virginia W. Harrison, Eloise W. Atkinson, Donald Edward Poore, and Merrily C. Johnstone.



WE WILL NEVER FORGET...

Inspector W. Neville Hatcher August 19, 1928
Inspector Phillip C. Via..... January 11, 1929
Inspector Curtis L. Wood March 11, 1929
Inspector Thomas A. Belt August 18, 1930
Trooper Charles B. Bullock February 15, 1934
Trooper William R. Thompson September 23, 1935
Sergeant Charles W. Puckett March 28, 1938
Sergeant Clarence L. Maynard September 9, 1939
Trooper Urshell T. Mayo February 19, 1941
Trooper William S. Tinsley September 5, 1942
Examiner Charles E. Hagerman March 17, 1943
Trooper George F. Miller January 20, 1945
Trooper William T. Flippen, Jr February 7, 1945
Trooper William H. Andrews October 3, 1946
Trooper Robert E. Caldwell June 17, 1948
Trooper Joseph B. Thomas June 20, 1950
Trooper Robert E. Porter June 20, 1950
Investigator Wallace M. Simpson..... October 23, 1951
Trooper Robert W. Smith..... November 21, 1951
Trooper Walter S. Parrish..... October 4, 1953
Trooper Robert L. Loder, Jr January 31, 1954
Trooper Robert F. Giles July 23, 1954
Trooper Henry M. Brooks, Jr June 10, 1956
Trooper Charles E. Morris March 2, 1962
Trooper Garland M. Miller June 13, 1963
Trooper Warren Y. Harless November 18, 1968
Trooper Jackie M. Bussard..... May 5, 1970
Trooper Donald E. Lovelace October 18, 1970
Trooper Rannie D. Kennedy November 5, 1973
Trooper James R. Hughes June 3, 1974
Investigator Claude E. Seymour April 25, 1975
Trooper Bernard W. Wright..... January 17, 1976
Trooper Garland W. Fisher, Jr..... November 15, 1976
Trooper Robert T. Lohr July 22, 1978

Trooper Robin L. Farmer September 3, 1981
SAC Rodney D. Grimes October 9, 1983
Trooper Johnny R. Bowman August 19, 1984
Sergeant James L. Biggs December 18, 1984
Trooper Trooper Leo Whitt..... April 12, 1985
Trooper Ricky M. McCoy January 3, 1986
Trooper Alexander M. Cochran, III January 15, 1987
Trooper Harry L. Henderson March 17, 1987
Trooper Jacqueline Vernon..... August 16, 1988
Mstr. Trooper Jerry L. Hines February 20, 1989
Trooper José M. Cavazos February 24, 1993
Trooper Henry N. Harmon..... February 7, 1995
Trooper Gregory P. Fleenor December 12, 1996
Sergeant (Ret.) Norman W. Hampton..... June 3, 1997
Trooper Jessica J. Cheney January 17, 1998
Trooper Daniel L. Williams December 12, 1999
Sr. Trooper C. Mark Cosslett..... October 23, 2002
Trooper Michael T. Blanton..... January 29, 2003
Trooper Kevin C. Manion..... February 18, 2006
Sr. Trooper Robert A. Hill, Sr. November 24, 2006
Motorist Asst. Aide Horace A. Jarratt April 25, 2007
Trooper Mark D. Barrett September 14, 2010
Trooper Adam M. Bowen June 24, 2011
Trooper Andrew D. Fox..... October 5, 2012
Mstr. Trooper Junius A. Walker March 7, 2013
Sergeant J. Michael Phillippi January 11, 2014
Trooper Nathan-Michael W. Smith..... September 21, 2015
Trooper Chad P. Dermeyer March 31, 2016
Special Agent Michael T. Walter May 26, 2017
Trooper-Pilot Berke M. M. Bates August 12, 2017
Lieutenant H. Jay Cullen, III August 12, 2017
Trooper Lucas B. Dowell February 4, 2019
Captain J. Gregory Blankenship August 7, 2021



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